

The Labour Gazette

February 1970



"In spite of the affluence achieved by large numbers of people on this continent, many youths and adults of our time find an emptiness and meaninglessness in life . . . if we are to achieve social justice, men and women need not only material goods and services, but also the deep sense of creative and meaningful living that can come only through the development of the whole man." Read 'The second 50 years' by George Haythorne. See p. 98.





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News briefs

■ Senior officials of the federal and provincial departments of labour and other government agencies concerned with the administration of labour laws met in Quebec City, last fall, for the 28th Annual Conference of the Canadian Association of Administrators of Labour Legislation.

At the conference, Quebec Labour Minister Maurice Bellemare stressed the importance of the role of the C.A.A.L.L. whose members, he said, by reason of their direct and constant involvement in the activities and problems of labour and management, possessed the practical knowledge and experience to enable them not only to point the way to improvements in the laws, but also to foresee the problems of the future. The Association, he said, should be and must increasingly become a dynamic instrument at the service of the departments of labour, both federal and provincial. In Mr. Bellemare's opinion, departments of labour are the key departments of the governments in Canada today because they are responsible in large measure for the establishment of better economic and social conditions; they must therefore be alert to developments in the field of labour-management relations. In the face of rapidly changing conditions and the volume and complexity of today's problems, he added, labour departments were in need, more than ever before, of a "clearing-house" such as the C.A.A.L.L., for the exchange of experience and views.

During the four-day meeting the delegates examined the role of government in labour-management relations; reviewed recent legislative and administrative developments in all jurisdictions, giving special attention to recent enactments in the labour relations field; and discussed new trends in implementing legislation concerning the employment of women, particularly with respect to laws governing equal pay for equal work.

The officers elected to the Executive Board for 1969-1970 were: T. M. Eberlee, Deputy Minister of Labour, Ontario, president; N. D. Cochrane, Deputy Minister of Labour, Manitoba, 1st vice-president; and R. P. Campbell, Deputy Minister of Labour, New Brunswick, 2nd vice-president.

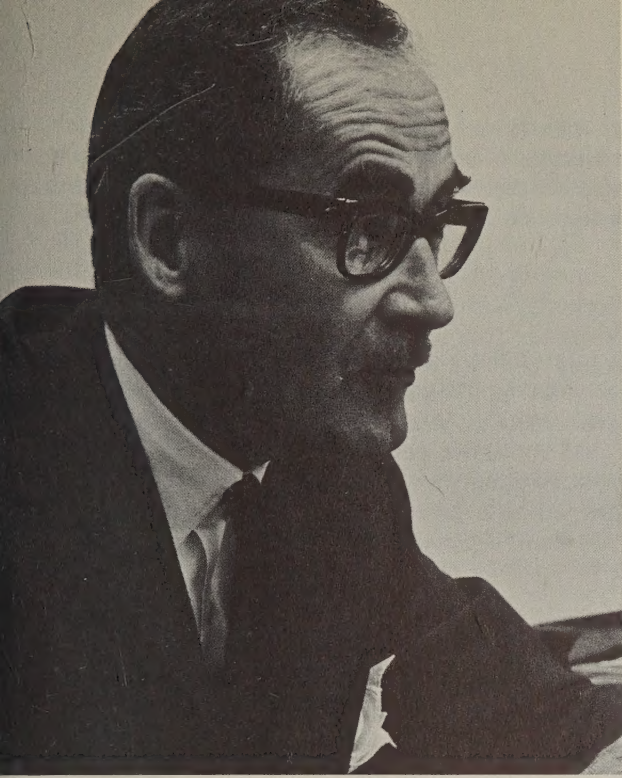
■ Of 76 contract negotiations completed through July, August, and September, 1969, only 11 went to the strike or lockout stage. This third-quarter statistic results from a Canada Department of Labour analysis of all collective agreements signed on behalf of bargaining units of 500 or more, excluding those in construction.

The 76 settlements cover 197,385 employees, of whom 18,885 were involved in the 11 work stoppages. Fourteen settlements fell within federal jurisdiction, involving nearly 40,000 workers, 8,200 of whom were involved in three work stoppages.

Twenty-five of the contracts analyzed were settled in direct bargaining. Twenty-two were settled with the assistance of conciliation officers of either the federal or provincial governments. The 47 contracts covered over 95,000 workers. The stage of settlement for the other negotiations was: Conciliation Board, 4; Post Conciliation Bargaining, 8; Mediation, 1; Post Mediation Bargaining, 1; Arbitration, 4.

Of the 11 work stoppages, two took place in Ontario, two in Quebec, three in British Columbia, one in Alberta, and three in more than one province. Copies of the summary of settlements by province, jurisdiction and stage, for the third quarter, 1969, are available from the Collective Bargaining Division, Economics and Research Branch, Canada Department of Labour, 34 Laurier Avenue West, Ottawa 4, Ont.

■ Oilworkers in the Vancouver area ended in October their five-month strike against six oil companies. The settlement came after three weeks of hearings by the B.C. Mediation Commission. The report of the commission said that neither party "elected to be bound by the decision of the commission." The Oil, Chemical and Atomic Workers' International Union approved a settlement proposal providing for a wage increase of between 45 and 70 cents an hour over 27 months. The previous hourly rates ranged from \$2.95 to \$4.07.



Robert C. Scrivener

The Canadian Chamber of Commerce has launched Operation Placement, a national student summer employment program, under the supervision of the chamber's Youth Affairs Committee National Chairman, Robert C. Scrivener, President of Bell Canada. This employment program is being promoted by the chamber through the provincial and community Boards of Trade and Chambers of Commerce in co-operation with the federal Manpower Department and similar provincial and municipal government agencies.

"Operation Placement," Mr. Scrivener said, "will be a strong concerted national effort to ensure that the maximum number of young people find productive jobs next summer and so continue their education. Canadian businessmen will be urged by their Boards and Chambers to provide employment for five students for each one hundred regular staff." It is estimated that the student labour force in 1970 will amount to about five per cent of next year's anticipated labour market of 8,500,000. Hence a five per cent guideline to find job openings has been established as a target.

"Operation Placement," he said, "will bring together businessmen, civic, labour, Manpower, and education officials at the local level. The Boards and Chambers, through their membership, will be able to provide the interested department of government with the most accurate profile possible of seasonal vacancies, thus ensuring that the maximum number of young people will find summer jobs."

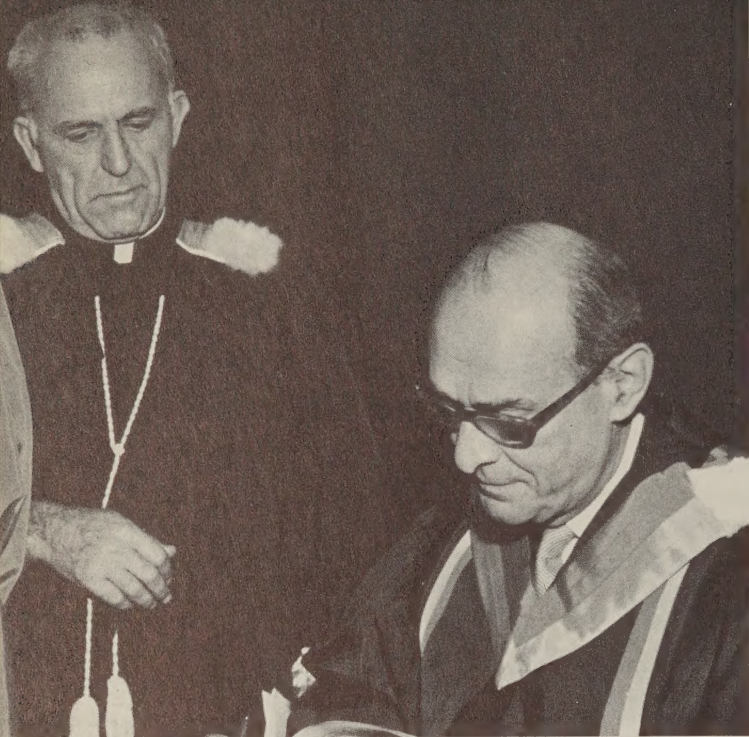
■ **Voluntary restraints to control inflation won't work, CLC President Donald MacDonald and CNTU President Marcel Pepin have warned the Government in a joint statement on the problem.** If a policy of guidelines is going to work, or be fair, they said, it must include restraints on all forms of income including profits, rents, and interest.

The joint statement said, in part: "We reject outright the idea that voluntary guidelines can cope effectively with the current inflation. This is a highly oversimplified approach to a very complicated problem. It is totally impractical in a country like Canada. Indeed, guidelines have proved in other countries to be unworkable in curbing overall price increases. Furthermore, they are highly inequitable. A standard wage and salary formula is highly discriminatory against people with low incomes, and would only result in the creation of income inequities.

"We believe that the appointment by the federal Government of the Prices and Incomes Commission to study and analyze the causes of inflation, is highly commendable. There is at present inadequate information and a good deal of confusion on what are the causes of the current inflation. We have, however, taken issue with the Commission in that it is attempting to extract major policy commitments from unions, business, and governments before it has had an opportunity to undertake the necessary research to identify what these inflationary causes are."

■ **Combined United States and Canadian membership of unions with headquarters in the United States has passed the 20,000,000 mark, reaching 20,200,000 during 1968.** This is a gain of almost a million members since 1966 when the last census was made by the U.S. Labor Department's Bureau of Labor Statistics. U.S. membership alone rose to 18,843,000 in 1968, a gain of 903,000 or 5 per cent from 1966.

The proportion of union members in the total U.S. labour force increased slightly between the two years, from 22.7 to 22.9 per cent. The proportion of unionized workers in non-agricultural establishments, however, dropped from 28.1 per cent in 1966 to 27.8 in 1967 and remained at 27.8 in 1968. About 2,200,000 U.S. federal, state and local employees are now union members, an increase of 436,000 since 1966. This segment of the labour movement has grown by 1,100,000 during the past decade. White-collar membership is now 3,200,000 and the number of women in unions rose by 251,000 to 3,900,000.



Abbé Gérard Dion

David Morse

■ **ILO Director-General David Morse has received an honorary degree from Laval University. It is a Ph.D. in Social Sciences (Industrial Relations).** In introducing Mr. Morse, Abbé Gérard Dion of the Laval industrial relations department noted that Edward Phelan, a former director-general of the ILO, had been presented in 1945 with an honorary doctorate at the university.

■ **Conditions of employment in the leather and footwear industry should be raised to the average level prevailing in other manufacturing industries, it was recommended at the conclusion of the first tripartite international meeting of the leather and footwear industry.** The meeting was held in Geneva under the auspices of the International Labour Office and followed the pattern of other ILO Industrial Committee meetings. Government, employer and worker delegates from twenty-five countries including Canada, were present.

The meeting also urged the industry to take advantage of technological developments to raise wages and improve conditions of employment and the working environment. The report of the meeting's subcommittee on Conditions of Employment urges that the development of collective bargaining be encouraged in the industry, in accordance with ILO Conventions on freedom of association. Fair remuneration for women workers and young workers is also essential, the report said, and it stressed the need for acceptance of the 40-hour week throughout the industry, as well as such benefits as holidays with pay and welfare services.

■ **The labour force of the United States has noted modest gains in workmen's compensation and unemployment benefits as a result of action by state legislatures in their sessions last year, says the AFL-CIO News.**

Workmen's compensation payments were improved in 19 states. Alabama's legislature increased maximum weekly benefits for those disabled by injuries on the job to \$47 in 1969 and \$50 in 1970. Colorado increased benefits from \$54.25 to \$59.50 and Maryland from \$70 to \$85 for those permanently and totally disabled. In West Virginia, however, a \$47 weekly maximum was changed to a level of 45 per cent of average pay in 1969 and 50 per cent in 1970.

Seventeen legislatures voted to increase unemployment compensation. Alabama increased the maximum of jobless benefits from \$44 to \$47 a week in two steps; Colorado, from \$57 to \$70 a week; and Georgia from \$45 to \$50 a week over two and one-half years. Four states increased minimum benefits. At least six states made some improvements in minimum wage laws applying to jobs not covered by the federal wage-hour law. Hawaii raised its minimum from \$1.25 to \$1.40 in 1969 and \$1.60 an hour as of January 1, 1970; Maryland increased its minimum from \$1.30 to \$1.60; and Nevada to \$1.30 an hour in 1969, \$1.45 in 1970 and \$1.60 in 1971.

Reflecting the increased activity of public employees' unions, 10 states adopted measures improving employees' benefits. Five states granted stronger bargaining rights. Three states, however, imposed greater restrictions on public employees' bargaining rights. One of these, South Dakota, enacted a law to impose fines and jail sentences on striking public employees, while setting guidelines for limited bargaining rights.

■ **Electricians in the Hamilton, Ont. area now have Friday afternoons off. And if they work after noon on Fridays, they receive double time.** This was one of the benefits won by the electricians after a four-month strike. The contract gives them a 48 per cent package increase—to \$7.67 an hour—by November 1970. The final increase will raise the hourly wage to \$6.89 plus 78 cents an hour in fringe benefits. The electricians are represented by the United Electrical Workers.

■ **New Brunswick's 30,000 provincial government employees have been given the right to collective bargaining. The legislation came into effect in December.** Paul LePage, President of the New Brunswick Federation of Labour, said that this development "should create a new era in labour-management relations in the province."

Mr. LePage voiced the hope that the civil servants would become members of national unions so that they will be able to fight for wage parity with other workers across Canada who are doing similar work. "Belonging to a national union will assure them of being in the mainstream of labour and having a central voice on those issues that are being pressed for on a community, provincial, and national basis that are not covered under the terms of a collective agreement."

■ **Representatives of police departments from fourteen cities met in Omaha, Nebr., recently and set wheels in motion to found a union to be known as the International Brotherhood of Police Officers.** John Cassese, formerly head of the New York City Patrolmen's Benevolent Association, has been named temporary head of the organization. He said that a proposed constitution will be submitted to the AFL-CIO Executive Council for approval. An AFL-CIO charter will be requested.

The Council had given AFL-CIO President George Meany authority to work with police officers and he set basic conditions that Mr. Cassese says have been met. Among these conditions were that a sufficient number of police departments must be members, that a no-strike clause be included in the constitution and that private police forces not be recruited. Mr. Cassese said that the new union would represent a cross section and observed that "only through organization at the national level can the policeman improve his lot."

He added that while the new union would seek aid from other union organizations "the policemen in uniform will continue to enforce the law." The fourteen cities represented at the meeting were New York City; Omaha; Portland, Ore.; San Jose, Calif.; St. Paul, Minn.; New Britain and Bridgeport, Conn.; Salt Lake City, Utah; Auburn, N.Y.; Quincy, Mass.; Shreveport, La.; Des Moines, Iowa; San Francisco and Chicago.

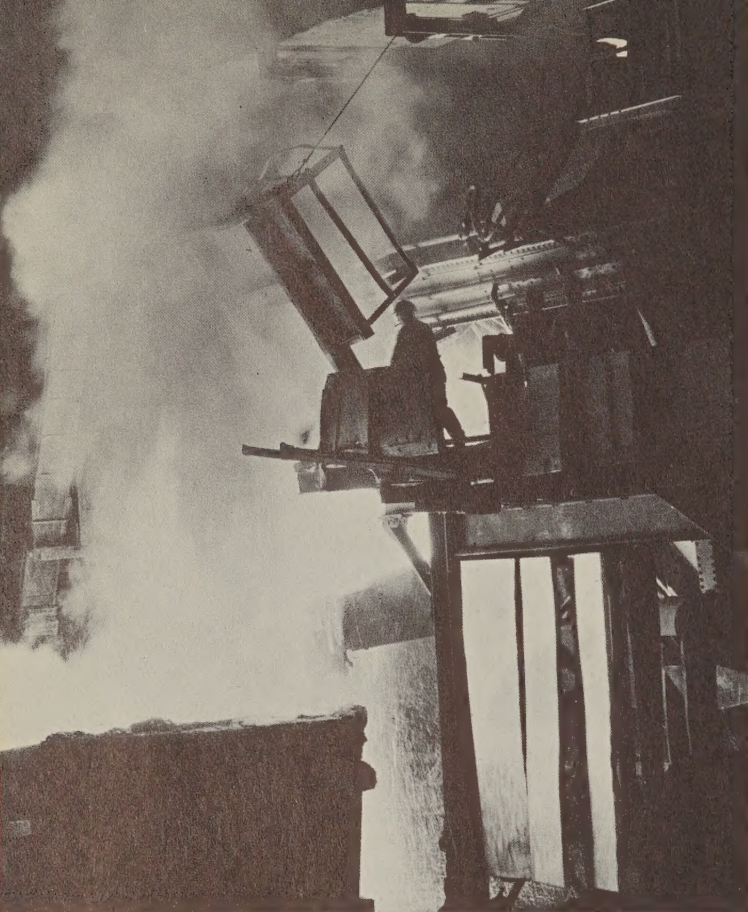
■ **"The strike as an instrument of collective bargaining and as the ultimate determinant of wages and other terms of employment is on the way out." And this could happen within 10 years,** H. J. Clawson, Vice-President of Stelco, told a conference in Montreal sponsored by the Montreal Personnel Association.

During this time, he continued, the area of permissible strike activity will "be very substantially circumscribed. I shall go still further and predict that this will occur not only in the public sector but also, to a more limited extent, the private sector." This change will be brought about not only through legislative restriction but also through voluntary means, Mr. Clawson said. He added that this development would require the formulation of other instruments for reducing the area of dispute in negotiations, "including some form of authoritative and definitive procedures for final settlement."

In the future, "management must leave no doubt that it is committed to the principle of collective bargaining, and no doubt as to its recognition of the union as a factor in industrial organization that goes beyond merely legal recognition. And unions must leave no doubt that they are also interested in developing positions and relationships that go beyond building up to periodic and wasteful strikes. Only then can they really fulfill their aspirations to become a constructive force in society."

■ **Education pays some of its dividends in higher wages, says the U.S. Department of Labor.** An American with Grade 8 education can expect to earn about \$246,525 during his lifetime, but if he can get a secondary school diploma, his earnings increase by 38 per cent to \$340,520. The college graduate can average 59 per cent greater income than a secondary school graduate for a lifetime total of \$541,911.

■ **After almost 28 months of bargaining, Quebec teachers in November, signed a contract with the provincial Government.** The contract is retroactive to July 1968 and expires in 1971. The province-wide contract covers wages, pensions, workload, promotion, teaching aids and holidays, and will bring uniformity of working conditions throughout the province. The contract replaces hundreds of contracts between teachers and individual school boards. The contract talks were marked by strikes, resignations, threats and demonstrations, and many students wondered whether their education would be interrupted by a prolonged strike.



■ The myth that women are not a good career risk because of marriage and subsequent child-rearing has been refuted by a report issued recently by the U.S. Women's Bureau. Studies on labour turnovers show that job-changing rates are about the same for both men and women. Young women leave to marry and have babies, but young men leave almost as frequently to take better jobs. According to the 1968 U.S. Bureau of Labour Statistics study, 2.6 per cent of women workers and 2.2 per cent of men workers voluntarily left their jobs, but another Bureau study showed that men changed jobs more often than women. Only 7 per cent of the women but 10 per cent of the men held a different occupation in January 1966 from the one they held in January 1965.

Women, generally, had better attendance records too, than men employed at similar jobs and under similar circumstances. And finally, in praise of the older woman, employers could not go wrong in hiring women over 35. Fewer than 4 per cent had changed jobs in one year as compared with 6 per cent of the men.

■ The 80-day strike at the Steel Co. of Canada Ltd ended with a 34-month contract giving annual pay increases of almost 10 per cent. The contract established immediate average weekly earnings of \$140 a week nearly \$20 above earnings in the previous contract. Next August, weekly average pay will rise to \$150. Including fringe benefits, the settlement added \$1.27½ an hour over three years. The package was worth about 5½ cent more an hour than the \$1.22 an hour proposal rejected by steelworkers at Stelco in August. The 69-day strike at Algoma Steel in Sault Ste. Marie has been settled also. The wage package was said to be identical with that received by Stelco employees.

■ Strikes have been settled at the International Nickel Co. and at Falconbridge Nickel Mines. The contract between the United Steelworkers and Inco provides for a wage and fringe benefit package of \$1.45 an hour over the next 32 months. The new basic rate goes to \$3.00 an hour plus a cost-of-living bonus. The contract also calls for a company-paid drug plan, a company-paid welfare plan, and nine statutory holidays. The strike lasted 131 days.

The 3,200 members of the Mine, Mill, and Smelter Workers at Falconbridge signed in November a three-year contract that provides an across-the-board wage increase of 77.8 cents an hour over the three years. The figure includes an increase of 40.8 cents an hour plus a 5-cent piecework increase in the first year, 20 cents plus 7 cents for piecework in the second year, and 17 cents plus 5 cents for piecework and other fringe benefits in the third year. The average hourly rate under the previous contract was \$3.06. The strike lasted about three months.

■ Montreal's policemen and firemen have signed contracts with the city after more than 10 months of contract negotiations, after an arbitration award that the employees turned down, and after a one-day wildcat strike. Under the new contract, a first-class policeman with three years of service will receive an annual salary of \$8,750 and a first-class fireman will receive \$8,320. The new agreements were retroactive and expired in December.

The one-day strike, on October 7, resulted in violence and looting of stores. The impetus for the strike was an arbitration award that would have given policemen \$8,480 on December 1, 1969. The Montreal Policemen's Brotherhood and the International Firefighters Union were both seeking wage parity with their counterparts in Toronto and some Montreal suburbs. Salaries of Toronto's first-class firemen recently rose to \$9,009 and salaries of Toronto's first-class policemen are now \$9,112.

A forest of frustrations



The relationship between good management and good industrial relations was stressed by J. D. Love, Deputy Minister, Canada Department of Labour, at a Montreal meeting in November of the National and Quebec Industrial Relations Committees of the Canadian Manufacturers' Association.

Mr. Love expressed the view that the quality of industrial relations depends on much more than the processes of negotiation, dispute settlement, contract administration and grievance handling. "It depends also, and in a fundamental way," he said, "on the manner in which employers and unions structure themselves and distribute their authority and responsibility, on the way in which they set up and operate their channels of internal communication, on the efforts they expend in identifying their own problems, defining their own policies and informing and training their own people." He described these as important aspects of the industrial relations problem—aspects that had sometimes been badly neglected in the search for solutions.

Drawing on experiences gained at earlier stages in his public service career, Mr. Love called for continuing attention to the need for improvements in personnel management. He referred to the progress that could be made, in the development and implementation of more rational, more effective and more defensible personnel policies, under the pressures generated by a bargaining relationship. "For the people on the firing line," he said, "the labour-management relationship sometimes looks like a forest of frustrations. And, in some respects, during some periods, that is precisely what it is. A larger and longer perspective suggests that it is something much better, much more positive, than that. As a Deputy Minister, I am just new enough, and perhaps naive enough, to believe that, taken generally and with all its frustrations, the labour-management relationship is one of the wellsprings of improved managerial performance and, for this reason alone, one of the important sources of strength in our society."



50 years ago

■ Although Canadian winters in 1920 were typically frigid ones in many parts of Canada, **The Labour Gazette for February of that year reported that canoe makers were working overtime**, and “although the sash, door and planing mills could only look forward to the usual mid-winter layoff,” the canoe making industry was reporting its busiest season.

Busy too, were the railways, with no 1969 talk of discontinuing unprofitable passenger service. This was the heyday of the steam-driven train, and the “in” way to travel. During the Yuletide season, Saint John, N.B., reported “exceptional activity” in passenger service, and with the exception of Toronto, which was experiencing “the usual seasonal difficulties due to severe weather and snowstorms,” the passenger traffic at Christmas was heavy.

■ Montreal citizens had to be especially careful of dried out Christmas trees and faulty tree lights, when 250 city engineers, firemen and aqueduct workers went on strike on New Year's Eve. The men were protesting a proffered wage schedule ranging from 30 cents to 50 cents an hour with a 56- to 70-hour week. The workers wanted 58½ cents to 75 cents an hour and a 48-hour week. It was not until two weeks later that the water supplies were completely back to normal.

■ A “radical change” in hours and wages was put into effect at the Bathurst Lumber Company in Bathurst N.B. Instead of having two shifts of 11 and 13 hours each day, the company decided to adopt three shifts of 8 hours each. “The rates of wages for the new shift have been made the same as the former rates for a shift of 10 hours, plus an advance of 10 per cent, or the equivalent of eleven hours at the previous rate of pay,” the Labour Gazette reported. **“This means a substantial reduction in hours of labour, with a very slight reduction in wages.”** The change increased the company's wage expenditure by 30 per cent and necessitated increasing the staff by a considerable number. “There is every reason to believe,” the company reported, “that the change will be beneficial from the company's viewpoint as well as from that of the men.”

■ Perhaps one of the earliest labour-management consultation committee meetings took place at a plant belonging to the Acadia Sugar Refining Company at Dartmouth N.S., when an industrial council was established by the Woodside plant employing about 300 men. Elections to the Council took place once a year; one representative was chosen for every 40 men so that every craft in the plant was represented. Other members of the council were appointed by the company. The council considered all questions relating to wage and working conditions and made settlements, subject to the approval of the Directors.

■ Women who worked in the fishing industry in British Columbia were paid a minimum rate of \$15.50 a week under the provisions of the British Columbia Minimum Wage Act, but only if they were considered "experienced." Inexperienced female employees were paid \$12.75 for the first four months, \$13.75 for the second four months, and \$14.75 for the third four months. For these wages a girl would wash, prepare, preserve, dry, cure, smoke, pack or otherwise adapt for sale or for shipment any kind of fish except canned. To be considered experienced, a girl had to be employed in the fishing industry for at least twelve months.

■ The Canadian Pacific Railway reported their earnings in December 1919 as \$17,025,583 as compared with \$15,750,854 in December 1918. The number of persons employed by the CPR, GTR, and CNR railways, including general offices, train and engine crews, sleeping, dining and parlour car employees, showed a net increase of 700 for the month of January, 1920. The number of employees at the end of January was 62,650 as compared with 66,350 at the end of 1918.

■ A Department of Labour officer met with little success in the mediation department when he tried to go to bat for two groups of employees at a Marieville, Que., firm. The employees who worked in the straw hat section had been locked out since October because of their union affiliation. A few days after their lockout the company decided to lock out their felt hat workers as well. The Department of Labour intervened when no settlement had been reached by January and the workers and their families were suffering from hardship and deprivation. At last report a Montreal architect, Joseph Perrault, was appointed Commissioner to investigate the dispute and to make any recommendations that would help settle it.

■ Fifty years ago, W. B. Wilson, then United States Secretary of Labour, penned these words in an annual report from the U.S. Department of Labour. "The whole world is face to face with the most difficult peacetime problem it has ever had to deal with. The wastage of war has been tremendous. There has been not only the loss of millions of lives and the permanent disability of other millions of people, but also an extraordinary destruction of the material resources of the world. Industry has been disarranged by the processes of readjustment to the needs of peace, and commerce has been handicapped by insufficient shipping facilities, rates of foreign exchange, and domestic uncertainty. **Many countries are without stable government, and financial inflation in all commercial countries of the world has played havoc with the relative values of money, wages and commodities.**

"The effect of these things has been reflected in the high cost of living and the consequent demand for higher wage rates to meet the increasing burden of the family budget. Yet increases in the wage rate do not always give relief. There are but two ways by which the general standard of living of the wage earner can be improved. One is by increased productivity, making more material available for wages. The other is by taking the means of increased compensation out of the profits of the employer. If wages are increased, and profits remain the same, the burden is passed on to the consuming public in the form of an increased cost of living and comes back to the wage worker himself. No portion of improved living standards can come out of the profits of the employers unless there is profiteering.

"And what gives the opportunity for profiteering? The very conditions that we are confronted with today—the destructive agencies of war, the disarrangement of industry and the unrest and high nervous tension of our people. The more productive we are, the sooner we shall abolish opportunities for profiteering. It has been proved, not only in this country but in others as well, that the most effective method of increasing and improving the workers' capacity for production is through training opportunities within the industries themselves.

"We are all interested in industrial peace. But there can be no permanent industrial peace that is not based upon industrial justice. The denial of organization is a denial of the only means of peaceable settlement that wage earners have. At a time when labour organizations of a revolutionary or lawless type especially are in the public eye, it is particularly important to point out that the responsibility for the development of such organizations must, in the long run, fall upon the employer who denounces the organization of lawful trade unions.

"In an imperfectly developed state of society or in minor instances this failure to recognize the rights of others injures only the persons immediately concerned. **But with the increase in the size of productive enterprises and the corresponding increase in the numbers of employees, many industrial disputes menace many innocent bystanders.** Modern strikes and lockouts tend more and more to affect not only the employer and workers, but all who come within range of the economic controversy. At no time has this been more important than at present."

The second 50 years

The number of member countries belonging to the International Labour Organization has grown from 40 in 1919 to 121 today. What will be the future role of the ILO in world affairs? Dr. George V. Haythorne examined the possibilities in an address at Brock University in November 1969. A Commissioner with the Prices and Incomes Commission at Ottawa, Mr. Haythorne was formerly Deputy Minister, Canada Department of Labour, and a Member of the ILO Governing Body, 1956-1969. The article that follows was extracted from the full text of Mr. Haythorne's address.

As one looks back over the half century to those eventful days in 1919 when the ILO was formed, what can be said of the Organization's record to date—and what of the future? What has happened to the high hopes and bold plans for universal and lasting peace through social justice? Clearly, world peace has not been achieved—and neither has social justice. What, then, has been achieved?

One can answer that, by managing to survive World War II, when more politically-oriented organizations failed to do so, the ILO has demonstrated in a tangible way that permanent peace requires social justice. Despite the fact that a great deal of exploitation, suffering and abuse is still being inflicted on man by man, and on man by machines, some social progress has been made by the ILO.

Over the half century, an impressive list of world labour conventions and recommendations has emerged, and many badly needed operational projects and programs have been launched to assist new countries to raise working and living standards. These standards remain far too low in many countries. Human resources around the world are greatly underdeveloped and underemployed. Until millions more have found productive and creative work, and are earning incomes high enough to enjoy their leisure, as well as their work, social justice will remain only a world dream.

There are some who claim, in the face of the world's economic and social realities, that the early work of the ILO in drafting and adopting labour conventions was misdirected. To the extent that these were formulated with an emphasis on particular situations in individual industries, rather than on broader and universal objectives, I would agree. But I do not agree with the contention that the international labour conferences should not adopt conventions unless countries can ratify them immediately. This is short-sighted and could encourage a narrow, national point of view. **Conventions should be regarded as reasonable objectives, attainable, or likely to be attainable, within a reasonable future.** When looked

upon in this light—allowing, as inevitably they must, for wide variations existing in standards around the world—conventions are much more likely to serve as dynamic elements in achieving further progress than if they were merely expressions of the general status quo.

Another charge that has been levelled against the ILO is that it has been used by the workers as a forum to gain support for positions they are advancing with employers and industries through collective bargaining in their home countries. Undoubtedly this has happened on occasions, but in my experience, the workers have had to present sound, solid arguments for their proposals in order to convince government and the employer groups.

The saving grace over the years has been that, when the demands of workers are pushed beyond the realm of practicality, this fact usually becomes abundantly clear. Their arguments are then either defeated outright, or the situation is reflected in the number of ratifications of adopted conventions.

A case in point was the adoption of a 40-hour week convention in 1935, when pressure from the workers was spurred on by high unemployment. Conventions must be ratified by a minimum of three countries before they come into force, and this particular convention was ratified by only one. It has since been superseded by a recommendation, adopted in 1962, that deals with the reduction of hours of work on a more realistic basis. This recommendation contributed significantly to the formulation of the Canada Labour Standards Code, which was introduced in 1965.

The attitudes of workers have changed over the years. Today they recognize that ILO action programs are needed to supplement conventions and recommendations. In recent years, employers, too, have ceased to play as much of a defensive role against worker pressures for



higher living standards. Many of them have come to realize also that the developing countries badly need managerial help in developing their industries. Large quantities of such help have been supplied by the ILO, with the support of employers and governments in developed countries. This is an important omen for the future, because it is crucial for the survival of mankind that all three groups represented in the ILO—governments, employers and workers—clearly recognize that it makes economic as well as social sense to encourage a narrowing of the serious income and other gaps that exist between the rich and the poor around the world.

Fortunately, a closer link between social and economic action has emerged in the ILO's work over the years. In the first two decades, little was done in the economic field, because it was thought that social considerations should take precedence over the economic. But attitudes have changed.



I recall taking part in debates in the Governing Body in the late '50s and early '60s, when there was still resistance—particularly in the employers' group—to the ILO's becoming involved in economic questions. Although this resistance was partly due to a legitimate claim that there were other agencies established to deal with world economic questions, several of us took the position that one should not sharply dissociate social and economic questions. There was, we said, a need

for closer co-ordination of efforts among international agencies—but not for the ILO to ignore or neglect economic realities. This became the prevailing view; and it is of interest to note that, in the last 10 years, there has been a greater emphasis on the need for considering the implications of sound social policies as stimulants to economic growth and development, and vice versa.

Technological and industrial changes have had far-reaching significance for international organizations, just as they have for national bodies. These changes have had some negative effects, but they have been far exceeded by those positive effects that have made possible advances in economic and social well-being not dreamed of before by mankind.

In the economic sphere, **large-scale industrial and commercial organizations have grown quickly over recent decades, and more and more are operating on a broad international front. Several of these business organizations have expanded to a point where they possess more economic power and wield more political influence than do many governments.** The growth of these organizations on a global basis brings with it formidable changes in international economic relations. Traditional flows of goods between countries are being replaced by flows of machinery, technical skills, and other factors of production. Investment capital is taking shape on a rapidly increasing scale in the form of branch plants in countries around the globe. These, in turn, produce goods on site for domestic consumption, which diminishes the need for shipments of the same goods from more highly developed countries often far removed.

While these universal corporations have been gaining in strength and influence, unions have been becoming more fully aware of the growing importance of international associations and developments. The Solidarity Fund of the International Confederation of Free Trade Unions was established a few years ago to encourage the growth of union activities in developing countries. Individual unions have also, in response to the changed economic and social conditions prevailing in both head

office and branch-plant countries, taken steps through their International Trade Secretariats, and separately, to strengthen union participation in collective bargaining with employers operating in several countries.

These global developments on the part of business organizations and unions make it imperative that the international roles of governments, employers and workers be carefully studied in relation to them. It was agreed at the 1969 International Labour Conference that the ILO should undertake this important task.

Stimulated also by the pace of technological and industrial change is a growing realization in many countries that human resources are basic, and that they must be developed in a more understanding and logical manner for their own sake and for the sake of world order and progress. At the same time, a general recognition that economic development must serve man, rather than the reverse, has been slow to emerge. With the stark threat of the irresponsible use of atomic power ever present, it is becoming all the more apparent that the long neglect of human resources cannot go on any longer, and that social injustices must be taken much more seriously.

Coming closer to home, if we were to judge the ILO's progress in achieving social justice solely by Canada's record in ratifying conventions over the years, it could not be said that that record has been a spectacular success. During the first 25 years, Canada ratified only nine conventions; during the second 25, we have added another 15. Our relatively low total of 24 is higher than that of the United States, 7, but much lower than Britain's 65 and France's 79.

The Canadian and U.S. figures reflect the existence of a divided jurisdiction in labour matters between federal and state or provincial authorities. Canada for many years was particularly sensitive about ratifying conventions covering both federal and provincial fields after the federal Government ratified three such conventions in the '30s, and later enacted legislation covering them that was declared ultra vires. Recently, in close co-operation with provincial colleagues, the Department of Labour has developed an acceptable procedure by which Canada has been able to ratify such conventions. The Discrimination in Employment Convention was the first one ratified under this new procedure in 1964. Two years later, two more were ratified—namely, Full Employment Policy, and Underground Work in Mines for Women. Others are currently under active consideration.





The ILO's contribution to Canada and to the world is not to be judged solely, or even mainly, on the basis of convention ratifications. It is to be seen, rather, in the steps—some of which have had to be halting ones—taken in tackling human problems around the globe. In this task, the ILO fortunately has not been alone. The Human Rights Commission of the United Nations, UNESCO, UNICEF, W.H.O., FAO and other specialized agencies have also contributed much. Fortunately, black and white, yellow and brown mingle and work together today a great deal more freely than in earlier decades. Similarly, persons with different political and religious ideologies mingle and work together more freely. This is happening because **men and women around the world are increasingly aware that basic**

human values are of prime importance, rather than the traditional doctrines or ideologies that have so frequently colored national and international action in the past.

The development and use of natural resources continue to be of great importance in all countries. They are, though, at best, a means, and must not override human considerations. Fortunately, we have seen that, in Canada and in other countries, much can be achieved in the fuller development of human resources, and in their more effective use in both the economy and society through the undertaking of broadly conceived programs in technical education, health, welfare and rehabilitation. The returns to the economy, in improved performance by people who have become better equipped through joint programs developed co-operatively between the federal and provincial Governments, are greatly in excess of the outlays made. This fact proves

that there is both an economic and social gain to be achieved through such action. It also points the way toward how to direct economic policies and programs more deliberately to meet the needs of human beings, both individually and collectively.

One of the current challenges, both in Canada and elsewhere, is how to deal effectively with the economic problems of growth and stability in an increasingly interdependent world. Today we are facing a serious question of inflation in Canada. Similar situations have faced, or are facing, other countries. The need for some form of deliberate collective action is becoming increasingly apparent. Our Prices and Incomes Commission, along with all those interested, is continuing to search for a practical expression of this collective action, in order to resolve the Canadian problem.

The relationships among prices, costs, productivity, and incomes of all forms have been matters of serious concern to the ILO in recent years. Just how governments, employers and unions, working more closely together than in the past, can best cope with these problems is today one of the major tests facing both the ILO and Canada. We are fortunate that such an agency exists, and that it, along with other international bodies, can assist in dealing more realistically with this and other major economic problems of our day—and we must never forget that these problems have an intimate and important relationship to social problems and the ultimate fate of mankind.

Thus we have the picture of a pioneering world organization setting out in 1919 on a gigantic task to bring about peace through social justice. The objective proved much too great to reach within the life-span of its founders, but this does not mean that the task should not have been undertaken. Neither was it a reason for being discouraged if the going was tough—as indeed it has proved to be on many occasions over the past 50 years. The fact that the ILO has developed a flexibility along with its dynamic qualities has enabled it to meet ever-recurring challenges. It has not been successful in meeting all of them, but in any fair balance sheet of world economic and social progress over the past

half century, the contribution of the ILO clearly deserves an entry on the assets side of the ledger. This fact was visibly recognized earlier this year, when it was announced that the Organization was to be awarded the Nobel Peace Prize.

Although a great deal of progress, particularly during this century, has been made in satisfying the material needs of man, much more is needed. This is borne out by the stern reality today that, in spite of the affluence achieved by large numbers of people on this continent, many youths and adults of our time find an emptiness and meaninglessness in life. The ILO and other bodies must continue to stress that, if we are to achieve social justice, men and women need not only material goods and services, but also the deep sense of creative and meaningful living that can come only through the development of the whole man.

His Holiness Pope Paul VI reminded us of this in his address to the International Labour Conference at Geneva in June of 1968 when he said, “It is against himself that you must defend man, for man is threatened with becoming only a part of himself, with being reduced to one dimension only.” Speaking a few days later from the same podium, U Thant, Secretary-General of the United Nations, said, “All our United Nations institutions should conceive of development, and promote it, in terms not just of material progress but of moral and spiritual growth.”

The world needed an international labour organization in 1919. The rapidly changing and complex world of today needs the ILO all the more. Many difficulties and struggles lie ahead. But, in the strong backing of governments, workers and employers, we can be confident that the ILO, together with other world bodies, will face these emerging problems resolutely and effectively.

Canada has a great potential for economic growth and for improving the quality of life for all citizens if we can break the hold of inflation, believes A. S. Leach, Past President of the Canadian Chamber of Commerce. He told delegates attending the Chamber's 40th annual meeting in Halifax in September that if the Prices and Incomes Commission could not work out a formula for voluntary price restraint, business and industry might consider leading and supporting this cause.

"The road to price stability will not be painless," Mr. Leach said, "but it is a prize worth the perseverance and sacrifices encountered along the way." This way, Mr. Leach believes, is not through controls but through increased productivity. "Wage increases unrelated to increased productivity force up costs and prices. We

employment available in such a fashion that it would be more attractive for the individual to work, despite personal economics, and maintain his or her self-respect?" There were unquestionably many mothers of small children who would prefer to work and had to stay at home because there were no day care facilities available. Mr. Leach suggested that perhaps certain industries or businesses could pool together and provide facilities of this kind.

Speaking also on the utilization of human resources, Arnold Hart, chairman of the Bank of Montreal, disclosed that his bank would start a small-scale pilot project in large urban areas and seek out "young people who have never, either because of the lack of appropriate skills or because of an unsatisfactory environmental

Beyond the profit motive

know we cannot take more from the economy than it can provide. To make a breakthrough, we must improve our productivity performance and make the most efficient use of resources at our disposal, both material and human."

In the realm of human resources, Mr. Leach suggested that **businesses and professions should be prepared to develop employment opportunities for the first-offender on his release from prison.** "Could we help prepare that person for employment through our participation in vocational or technical training during his term, so that not only does he have a bit of a skill at least, but more importantly, has a challenge and a future looming ahead of him?"

Mr. Leach said that we are critical of practices that tend to make it easier for the individual to subsist on welfare rather than work. "But to what extent are we examining our own businesses to see whether we could make em-

ployment available in such a fashion that it would be more attractive for the individual to work, despite personal economics, and maintain his or her self-respect?"

Specifically, they will be looking for people who have the ability to reach a level of achievement necessary to hold down a steady job. **"Details of our program have not yet been worked out but it must obviously be a blend of remedial education, counselling, and on-the-job training, with financial support during the process, and with the promise of a job at the end of the training period if they come up to the required standards."** Mr. Hart said that they would rely on the extensive experience of major banks and other employers in the United States, and would take advantage of help from government agencies such as the Manpower Division of the Department of Manpower and Immigration.

"We may fall flat on our faces, or we may find, as many employers in the United States have found, that we have uncovered a hitherto untapped and undeveloped source

of productive workers capable of playing a useful role as employees and as members of the community," Mr. Hart said. "But let there be no mistake about our motives. Compassion is certainly a factor but it is only a part of the mix. Our motives are firmly rooted in concern for the healthy development of the total society in which we operate, and the knowledge that our own long-run corporate interest will be best served if we participate fully in the search for solutions to some of the more difficult problems facing society in our time."

Concern for public welfare

The new President of the Canadian Chamber of Commerce, J. Allyn Taylor, told delegates that a recent authoritative survey in the United States showed that

There were a number of social problems the Chamber had to consider and attack if it were to fulfill its purpose, he said. "To this end we should urge much greater emphasis in the coming year upon areas of social concern, so that the Chamber may give new dimensions to its image and rid itself of the unfair accusation sometimes levelled that everything we do is prompted by vested business interest."

A new approach to welfare

Dr. W. H. Cruickshank, Vice-President of Bell Canada, believes that there should be "a radical change in our approach to welfare," with rehabilitation as the keynote. What is needed, he said, is a much more individual approach, strictly related to family need rather than any



an overwhelming majority of young Americans are convinced that business is too profit minded and too little concerned with public welfare. Mr. Taylor is President and Chairman of Huron and Erie Mortgage Corporation and Canada Trust Company, London, Ont. "This should be a matter of the deepest concern to all of us. Whether we like it or not, the men and women who will man and run our industries and commercial enterprises only a few years from now will have to come from the ranks of today's youth," he said. "We won't bridge the gap and we won't solve the problem by preaching and propaganda. This is the smartest, best-educated generation of young people in all history. They think. Even behind the dress and the deportment of the extreme fringe, there are many keen, probing, and thoughtful brains. We shouldn't underrate them. They have the stuff to make this a far better nation than we have known, once the immaturity wears off and their ideas start to jell."

universal formula. Any guaranteed income plan would have to carry an escalator clause to make allowance for the rising cost of living. Another thing to consider about a guaranteed income plan was its possible impact on the labour field.

"If the guaranteed income is higher than the minimum wage levels for unskilled workers, it will put a premium on idleness. The lowest scale of unskilled workers will, therefore, have to be revised upwards to provide the essential financial incentives for seeking employment and for remaining on the job," he said. "This will mean either higher labour costs or reduced employment opportunities, or both, with increased numbers of people progressively descending below the poverty line."

Canadians, he said, give \$3.5 billion a year to welfare. "To get the best job for our dollar, we may find it necessary to drastically reduce the universality of our

welfare allowances." Dr. Cruickshank believes that a program aimed at sustaining and rehabilitating the poor is needed. "We must satisfy needs—individual needs for food, clothing and shelter. But we should also keep in mind the need for encouraging the recipients, and particularly their children, to develop into self-respecting, independent, economically productive units."

Alfred Rouleau, President of La Sauvegarde and L'Assurance-Vie Desjardins, believes that one of the weaknesses of those who accept or reject the idea of a guaranteed minimum income is their failure to distinguish between the assistance that must be given to those who are unable to work and the assistance required by those who are employable. "The fear exists that to guarantee a minimum income would result in a diminishing desire to work, and we seek all kinds of means to provide incentives to work." Mr. Rouleau thinks that **one is too easily inclined to forget that a large proportion of the poor are unable to work because of sickness, infirmity, or disability.**

In Quebec at the present time, he said, 85 to 90 per cent of those in need of social welfare are considered as unemployable. "What is keeping us from immediately solving the problem of this majority and, in the meantime, from finding a solution to assist the remaining 10 or 15 per cent who require social welfare but who are fit to work?" In our desire to eliminate all poverty by some unique or magic formula, he said, we are inclined to focus our attention on the poor as a whole, forgetting "the poorest of the poor," namely widows and young children. "The most recent Canadian statistics available would indicate that out of 800,000 adults, social welfare cases, and pensioners of all categories, only 23,000 men were employable. Why not provide a minimum guaranteed income to persons already receiving social assistance and who are not employable? By so doing, we would have really seriously started to wage war on poverty."

Inflation

Delegates were warned by David S. R. Leighton, Professor, School of Business Administration, University of Western Ontario, that there will be an increased consumer uproar over inflation, resulting in increased government intervention. "Resistance at the buying level will increase, not decline," he said. **"If voluntary restraints don't work, there will be strong pressure for something involuntary—that is, price control. That this is a very real possibility, make no mistake. It exists today in France, and it exists, in effect, in large sectors of**

the U.K. economy. What I am saying is that business and labour either make the system work, or the Government will. I firmly believe that consumers will not only support you in trying to make it work, they will insist that the Government move in if you can't make it work."

The federal Government's efforts to cut expenditures are to be commended, thinks C. H. Scofield, General Manager of the Canadian Chamber of Commerce. Many economists, he said, believe that the heart of the inflationary problem lies with government spending at all levels. But Mr. Scofield is leery of government-imposed controls in an attempt to curb inflation. "This road should be avoided at all costs since the bureaucratic paraphernalia of controls is difficult to dismantle once the need has passed. Moreover, controls add to distortions in the economy and create more problems than they solve."

The first half of 1970 will be a critical period, Mr. Scofield said. He predicted that Canada's gross national product will rise by 9 or 9.5 per cent, but more than 4 per cent would be swallowed up by higher prices. It was obvious that inflationary pressures in the economy had to be stopped, he said, but "the best that can be expected and hoped for is sufficient voluntary restraint to create some uncertainty into the outlook and to lower the inflation temperature by several degrees."

The Bank of Canada clearly supports the federal Government's Prices and Incomes Commission. "To the extent that the Commission can encourage understanding of the costs of inflation, and can organize self-restraint in the determining of prices and bargaining for incomes," said J. R. Beattie, Deputy Governor of the Bank of Canada, "it will lessen the degree and duration of fiscal and monetary restraint that would otherwise be needed to restore stability. The rewards, in the form of an earlier return to full sustainable growth and less potential loss of employment and output in the meantime, could be substantial."

Mr. Beattie said that when there are strong expectations of inflation, the time lags between the imposition and effect of restrictive policies can create problems concerning public understanding and support. "It is the lag that occurs after the growth in real demand has been decelerated, but before this has produced a substantial moderation of price and cost increases. **If restraint is maintained until the moderation occurs there may be temporary under-utilization of capacity.**" But conversely, if restraint is relaxed very early for fear of overkill, he said, people may conclude that inflation is a fact and may react in a way that renews and increases inflationary pressures.

"Because our affairs are so heavily influenced by what happens in the United States, some have questioned whether there is much use in trying to restrain inflation in Canada unless the United States succeeds in restoring price stability there," Mr. Beattie said. "If the United States is going to achieve price stability, is much anti-inflationary effort needed on our part?" These are good questions without comforting answers, he said. The United States economy is richer and more productive than ours so that the level of income and consumption is appreciably higher. But advertising and communications media pressure us into paying for and consuming more than we produce, he said and, if this continues, we may well have a bigger anti-inflationary job on our hands than has the United States.

"It is true that the consumer price index has been rising a little more rapidly in the United States than in Canada in recent months, but the opposite is true of wage rates and unit costs. If we were to allow our performance in resisting inflation to lag behind that of the United States, we would have balance of payments and exchange problems injurious to our economic growth."

Many Canadians are under the impression that inflation helps economic growth and that attempts to restrain inflation are hostile to the growth of the economy and full employment. This is not true over any reasonable period of time, Mr. Beattie said. **"I believe that price stability is a necessary condition for achieving the maximum increase in employment and output."**

Canadian Chamber of Commerce President J. Allyn Taylor believes that inflation can't be controlled as long as wage increases are out of line with productivity. Mr. Taylor said in an interview that control of inflation is fundamental in a country that is as exposed to world markets as Canada. "While labour's increases in pay should reflect increased productivity, business, too, has the responsibility to see that price increases reflect only increased costs, and are not jumped up arbitrarily." **Business has responsibilities beyond the profit motive, he said, and for this reason the Chamber will pay more attention than ever to urban problems.**

Out of the conference emerged a pattern of deeper concern for Canada's social and economic welfare. As well as the Bank of Montreal's pilot project to help young people to establish better employment records, and the Chamber's schemes to organize a national committee to promote summer employment and to study urban problems, the Chamber discussed other areas

of positive action. These were: alerting the public to the dangers of inflation; starting a dialogue between university students and businessmen; getting retired executives into community service; working towards uniformity of pollution control; and encouraging a complete investigation into the use of pesticides.

The Chamber showed their concern also for the Indians and Métis. It sought federal-provincial co-operation in a program that would permit them to "become free and equal citizens of Canada while retaining their cultural heritage." **Local boards with sizable Indian populations were urged to investigate their needs, establish programs of assistance, and take an active part in working with appropriate authorities.**

The Chamber expressed disapproval for the Woods Task Force on Labour Relations in an 8,000-word brief to the Canada Department of Labour. They said that it would not reduce conflict in the Canadian industrial relations system. The Chamber recommended that "the Minister of Labour be empowered to delay the resort to industrial conflict by a host of measures . . . including mediation by tripartite conciliation boards and single conciliation officers; inquiries by independent or tripartite boards with power to make public recommendations and/or make findings of fact; and voluntary arbitration." The Chamber believes that compulsory collective bargaining should not be extended to supervisory employees and employees engaged in labour relations as this would create additional conflict, would be prejudicial to the functioning of the economy, and serve no apparent purpose. **"The Chamber remains of the view that strikes in the public service should not be tolerated and, therefore, that the right to strike ought not to be available to federal civil servants."**

The following officers were elected to the National Board of Directors for 1969-70—President, J. Allyn Taylor; 1st National Vice-President, A. Gordon Archibald, President and Chairman of the Board, Maritime Telegraph and Telephone Company Ltd., Halifax; 2nd National Vice-President, Georges L. Demers, Q.C., President, Sterling Securities Ltd., Quebec, Que.; and Chairman of the Executive Council, Donald N. Byers, Q.C., Byers, McDougall, Casgrain & Stewart, Montreal. The Chamber's next convention will be held in Vancouver, September 20-24, 1970.

Federations of labour conventions

Ontario

The federal Government and the Prime Minister are waging an unequal propaganda campaign to make workers seem to be the villains of the inflationary cycle, CLC President Donald MacDonald told delegates to the Ontario Federation of Labour convention in London, Ont. Held in November, the convention was attended by 1,006 delegates.

Mr. MacDonald said that workers are sick to death of being made the "fall guys" by a Government that was itself largely responsible for inflation. He challenged the Government to prove him wrong and demonstrate its readiness to demand a sacrifice from management—a sacrifice that would mean the controlling of profits. Until that happens, Mr. MacDonald stressed, Canadian unionists would continue to resist the guidelines of the Prices and Incomes Commission.

Canada's major problem in 1970 may not be inflation but unemployment, OFL President David Archer told the convention. Mr. Archer was re-elected to the presidency, a post that he has held since 1957. He said that the labour movement is aware of the insidious effects of inflation, that tend to affect most strongly those least able to bear it. And he went on to say that the call for wage restraints usually comes from those who are well off. He singled out Bank of Canada Governor Louis Rasminsky who, he said, recently voted to double his own salary.

The convention called for five major changes in Ontario's medical care plan. They are: The establishment of a system of collective bargaining between the Government and doctors before any new changes in the medical fee schedules; phasing out of private carriers that have been allowed to act as agent for OHSIP; establishment of a committee of the Ontario Legislature to investigate the reserve funds built up by health insurance companies; reduction or elimination of OHSIP premiums; extension of present health services to include drugs, appliances, dental care, nursing, physiotherapy, eye glasses, and hearing aids; and financial support for the establishment of community health services.

In other areas, the convention passed resolutions saying that:

Ontario should pass legislation making it clear that any worker has the right to refuse overtime, and legislation that would limit to 100 hours the amount of overtime any employee can work in a year.

Retail stores should remain closed on Sunday, because Sunday operations could increase costs that would be passed on to the consumer in the form of higher prices.



The Government of Ontario should outlaw employment agencies, and the federal Government should enact legislation to prohibit the setting up of new agencies, because some employees have to forfeit up to one third of their pay to operators of temporary help agencies that find them jobs.

The cost of membership in the OFL will be increased by three cents a member each month to eight cents a month.

The OFL rejects government suggestions for income policies that seek to curb increases on workers' wages, and it opposes also federal guidelines on salaries for government employees.

The OFL will take whatever steps are necessary to fight any attempt by the Government of Ontario to put into legislation the "anti-union" Rand report (L. G. 1968, p. 686). The Federation wants Ontario to raise its minimum wage to \$2.50 an hour from the present general rate of \$1.30.

The Government of Ontario should establish local advisory committees to consider trade union certification if necessary to provide closer ties between the training needs of the communities and the educational and re-training branches of the Government.

The Government should implement some form of guaranteed annual income, and adopt the Freedman report recommendation concerning the effects of technology on bargaining (L. G. 1966, p. 4).

British Columbia

The British Columbia Federation of Labour must spend more money on public relations if it is to improve its image, Federation President E. T. Staley told delegates to the Federation's annual convention in Vancouver. He said that employers spend more than labour on public relations, trained staff, central co-ordination, and electing the political party of their choice. Mr. Staley admitted that labour has a bad image in B.C., and he charged that employers spend millions each year spreading anti-union propaganda. The Federation does little to counteract this and, as a result, faces a hostile public instead of getting the support it deserves, he said.

Delegates to the convention passed a resolution urging that the Federation continue the fight to remove Bill 33 from the statute books of B.C. (L. G. 1968, p. 460). This bill led to the setting up of the B.C. Mediation Commission. The delegates also passed a resolution calling for the Federation to reiterate its policy of non-co-operation with the mediation commission and its policy of encouraging affiliated locals not to appear before the commission. Other resolutions condemned the B.C. Government for its "indiscriminate" use of ex parte injunctions; called for shorter work hours to provide more leisure time for workers; and called for a fight to ensure additional jobs and to have more workers employed rather than making excessive use of overtime.

The convention passed a resolution asking affiliates to look at the possibility of an automatic dues increase structure for their members, based on a percentage of income and wage increases. Federation Secretary-Treasurer Ray Haynes told delegates that the system is needed because the Federation needs money to better represent affiliated unions. He charged that it was the lack of money that was partly responsible for the poor labour image in the province. The delegates passed also a resolution urging the nationalization of the Canadian Pacific Railway, described by one delegate as "the company that stole half of Canada." Other resolutions asked for: a compulsory provincial government auto insurance scheme; higher income tax exemption rates; and changes in the federal and provincial election acts to provide loggers with four clear hours of time to vote. The Federation will press also for changes in the Industrial Relations and Disputes Investigation Act that at present makes it an indictable offence for railway workers to honour picket lines of other unions.

Convention delegates refused to commend the Federation's executive for their work during the past year. A majority of the more than 400 delegates rejected a report that stated the executives "at all times considered the best interest of the trade union movement in the province." But the delegates returned to office five officers by acclamation and two on the first ballot in three-way elections. Returned to office by acclamation were: President E. T. Staley, Carpenters Union; First Vice-President Jack MacKenzie, International Woodworkers of America; Second Vice-President George Johnston, Meatcutters Union; Fourth Vice-President Donald Crabbe, CUPE, and Fifth Vice-President Donald Dunphy, United Steelworkers of America. In the election for Secretary-Treasurer, Raymond Haynes was re-elected. Leonard Guy, International Typographical Union, was returned as Third Vice-President.





Joseph Morris

Prices should be made subject to controls that already apply to wages, Joseph Morris, Executive Vice-President of the Canadian Labour Congress, told delegates to the convention. Mr. Morris said proposals that had been made by the federal Prices and Incomes Commission, and rejected by organized labour, placed an unfair burden on Canadian workers. The CLC had persistently sought the fullest possible inquiry into the causes of prevailing inflationary trends. The Commission had been charged with this responsibility, but it had failed to take such action, he said.

"The Commission has given no evidence of carrying out any of these instructions," Mr. Morris said. "There have been no indications whatsoever that they have even attempted to analyze the causes of the difficulties. They have taken a much easier path—they have come up with a ready-made remedy; and, once again, it is the workers who are expected to carry the brunt of the load."

Explaining his charge that labour was being unfairly treated, Mr. Morris said that the Commission had failed to give any satisfactory answer to the question of how such factors as executive salaries, professional fees, profits, interest rates and real estate speculation was to be controlled. **Workers seeking wage increases were already required to follow a lengthy procedure of negotiations and, if no agreement was reached at that stage, there was a conciliation process that required the union to prove the justice of its proposals.** "Why shouldn't the people who control prices get the same treatment?" he asked.

Mr. Morris cited the disparity in the positions of labour and management in the steel industry. The United Steelworkers had followed all the requirements of the law and had finally reached the point where it was legal to strike, he said. At the Steel Company of Canada, Hamilton, the strike lasted 81 days before an agreement was reached. The union was careful to explain that, because of increased productivity, the terms of the settlement should not result in a price increase. In less than a week, the company raised its prices by 6 per cent. In contrast with the course the workers had to

follow, management was not required to appear before any body or make any explanation of the justice of its action. After some pressure, the Prices and Incomes Commission had agreed to undertake an investigation of the steel situation; but management was insisting that the hearings be held behind closed doors, while the union was pressing for an inquiry open to the public. "It doesn't take much imagination to see who has something to hide—and it isn't the union," Mr. Morris said.

The voluntary guidelines on income and prices that the Commission had proposed would not work, Mr. Morris said. They had failed in other countries and had been rejected by some of the world's leading economists. Serious unemployment was forecast by Mr. Morris for the coming months. Unemployment figures were already rising, and there was agreement among many economists that they would go considerably higher, to 6 or even 7 per cent. Measures favoured by the Government to slow down the economy were likely to make the unemployment situation much worse than it would otherwise be. There was a great danger of "economic overkill," Mr. Morris said.

Committee reports

Trade union membership in British Columbia is edging upward, but is handicapped by the province's labour laws, says a report of the Federation's organizing committee. The report showed that, in 1968, 43.5 per cent of the province's labour force held union membership. This represented a slight increase over 1967, but it was still considerably below the peak figure of 53.9 per cent reached in 1958. Urging intensified and more united campaigns to encourage workers to join unions, the committee said that this could be one of the most effective ways to wage war on poverty.

Noise is becoming an increasing health hazard to industrial workers, a committee reported to the convention. The Federation's compensation and safety committee recommended that the provincial government take immediate steps to conduct an extensive study of the effects of industrial noise. The committee suggested also the appointment of a health and safety commission as an advisory body to the Workmen's Compensation Board. The new body would be composed of representatives of labour, management, the medical profession and the general public.

Proposals for the establishment of a closer relationship between trade unions and Indian organizations were placed before delegates to the convention. The Federation's human rights committee, in a convention report, recounted examples of co-operation, but stated that more could be done. The report suggested that, in addition to developing a stronger relationship at the top level of organizations, local unions should continue to assist Indian workers in locating employment opportunities. The committee also urged that any incidents of discrimination should be fully exposed.

Delegates were challenged to individually and collectively throw their weight behind the protection of the province's natural resources. In a report packed with statistics on pollution and the misuse of resources, the Federation's natural resources committee warned: "It's your life and only you can save it. You're going to have to raise hell with every person in authority from PTA to the federal Government. We don't want just laws; we want action—now."

The forest industry came under attack with the statement that, as an industry enjoying one of the fastest growth, sales and profit records in Canada, it was not entitled to the government assistance it now receives. "The financial return to the people of B.C. from their publicly-owned forests is completely inadequate," the report said. "The forests of B.C. should be the main source of revenue in our province to help pay for our schools, colleges, universities, hospitals, and the social welfare of our people and the forests' own perpetuation, not just the treasure trove of industry." The committee proposed that all companies engaged in the forest industry be required to publish financial statements on their forest operations.

Turning its attention to the mining industry and strip mine operations, the committee commented: "There is one dubious benefit—you won't need to take a trip to the moon; all you'll need to do is follow the mining industry in B.C."

Employment fatalities

Third quarter, 1969

The Department has received reports on 209 employment fatalities that occurred in Canada during the third quarter of 1969. During the previous quarter, 262 fatalities were recorded. This is 103 more than the previously published total of 159 (L. G., Nov. 1969, p. 668). In the third quarter of last year, 291 fatalities were recorded, 88 more than the previously published total of 223 (L. G., Feb., 1969, P. 100).

During the quarter, four multifatality accidents brought death to 13 workmen. In July, seven workers lost their lives: four were killed when a helicopter crashed near Pickle Lake, Ont.; and three Alberta miners were killed by a cave-in at the McIntyre Porcupine Mine. Three Vancouver fishermen were drowned when their ship, the B.C. Clipper Ship, burned and sank in August; and in September, three aircraft employees were killed when their plane crashed near Campbell River, B.C.

Three industry divisions accounted for 58.9 per cent of the total number of fatalities (see Table H, p. 000). Of the total, 24.4 per cent occurred in construction, 20.6 per cent in transportation, and 13.9 per cent in manufacturing. The remaining 41.1 per cent were distributed in the other industry divisions as follows: mining, 9.1 per cent; forestry, 8.6 per cent; agriculture, 7.7 per cent; public administration, 6.2 per cent; services, 4.3 per cent; fishing, 2.9 per cent; and trade, 2.3 per cent. No fatalities were reported for finance.

The 25-44 age group accounted for 47.4 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 26.3 per cent, and the remaining 26.3 per cent were distributed among the other age groups as follows: 20-24 age group, 12.9 per cent; and the 14-19 and 65-and-over age groups, 6.7 per cent each.

Three occupational divisions accounted for 61.7 per cent of the total fatalities: craftsmen, production process and related workers, 32.5 per cent; transportation and com-

munication workers, 15.3 per cent, and labourers and unskilled workers, 13.9 per cent. The distribution of the remaining 38.3 per cent among the other occupational divisions was as follows: loggers and related workers, and miners and related workers, 9.1 per cent each; farmers, 7.2 per cent; managerial workers, 4.8 per cent; professional occupations workers, 2.9 per cent; service and recreation workers, 2.3 per cent; fishermen, 1.9 per cent; and clerical and sales employees, 0.5 per cent each.

Three accident-type categories accounted for 70.8 per cent of the total number of fatalities. These were: struck by different objects, 27.7 per cent; collision, derailments and wrecks, 25.4 per cent; and falls and slips, 17.7 per cent. The remaining 29.2 per cent were distributed among other accident-type categories as follows: caught in, on or between different objects, 11.0 per cent; contact with electric current, 7.7 per cent; inhalations, absorptions and industrial diseases, 5.3 per cent; overexertion, 2.3 per cent; and striking against and stepping on different objects, and miscellaneous accident, 0.5 per cent each.

A cross section analysis of the greatest concentration of fatalities by age reveals that the 25-44 age group accounted for 67.4 per cent of the fatalities in transportation, 56.9 per cent in construction, 47.4 per cent in mining, and 41.4 per cent in manufacturing. The 45-64 age group accounted for 34.5 per cent of the fatalities in manufacturing, and 25.5 per cent in the construction industry.

An examination of the concentration of fatalities by occupation shows that craftsmen, production process and related workers accounted for 56.9 per cent of the fatalities in the construction industry and 51.7 per cent in the manufacturing industry. Transport and communications workers accounted for 55.8 per cent of the total number of fatalities that occurred in the transportation industry, and labourers accounted for 33.3 per cent in the construction industry.

An analysis of cross-classification of industry divisions by main accident-type categories reveals that, in the transportation industry, collisions, derailments, and wrecks were responsible for 46.5 per cent of the fatalities, and another 25.6 per cent were the result of workers being struck by objects. In the construction industry, being struck by objects resulted in 29.4 per cent of the fatalities, and falls and slips accounted for another 27.5 per cent. During the quarter under review, there were 88 fatalities in July, 74 in August and 47 in September. By province, the largest number of fatalities, 62, occurred in Ontario; in British Columbia there were 58; and in Alberta, 29.

Labour legislation in 1968-69

Part 4: Labour relations

During 1968-69, Québec made major changes in the Québec Labour Code and set up a new system of collective bargaining for the construction industry.

The amendments to the Labour Code made by Bill 50 in June 1969 set a precedent in the administration of labour relations legislation in North America. The Québec Labour Relations Board was abolished and replaced by a new administrative organization within the Department of Labour and Manpower and a Labour Court. The purpose behind the changes was to make administration more flexible, to accelerate the certification process, and to simplify the hearing of cases arising in the application of the Code. To eliminate delays, short time periods have been set, both for the various stages of the certification procedure and for the hearing of cases by the Labour Court. Provision is made also for the information of the public concerning certification cases, through the requirement that certain documents and the decisions of the Labour Court are to be made available for examination, and that sittings of the Court are to be open to the public.

The new system of certification comprises three stages—the investigator, the investigation commissioner and the Labour Court.

The chief investigation commissioner has been given responsibility for co-ordinating and directing the certification procedure. The role of the investigator is mainly administrative; he will issue certification on the spot in clear-cut cases. The investigation commissioners have taken over the Board's investigative role; they will handle the more complex cases and make extensive inquiries.

The Labour Court has been given exclusive and final jurisdiction to hear appeal cases arising out of the decisions of the investigation commissioner. In addition, all penal prosecutions under the Code must, in the first instance, be tried in the Labour Court.

Another amendment to the Code was aimed at eliminating company unions. "Recognized" associations were removed from the protection of the Code; as a result, only certified unions may now make binding collective agreements.

The Construction Industry Labour Relations Act, which went into force on December 18, 1968, established a collective bargaining system adapted to the particular needs of the industry. Certification has been abolished. Associations of employers and employees recognized by the Act as representative are now required to negotiate a collective agreement leading to the adoption of a decree that will determine working conditions. Bargaining is by region for the entire industry.

The Saskatchewan Trade Union Act was amended to provide for the taking of a vote after a strike has been in progress for 30 days, and to add a "hot cargo" clause.

Several provinces dealt with labour relations in the public sector. **The New Brunswick Public Service Labour Relations Act came into force on December 1, 1969, giving public servants collective bargaining rights, including the right to strike.** Nova Scotia brought municipal policemen under the Trade Union Act, while Ontario made binding arbitration procedures governing hospital employees applicable to a wider range of institutions, such as nursing homes.

Québec Labour Code

The Québec Labour Code was amended twice during 1969. Basic changes were made in Bill 50, assented to on June 13, with Bill 65, assented to on October 23, adding administrative and procedural details.

As a result of amendments removing from the Code all references to “recognized” associations—namely, associations voluntarily recognized by the employer through the making of a collective agreement as representative of all or some of his employees—only certified associations may now negotiate and enter into a collective agreement within the meaning of the Code. All collective agreements made by “recognized” associations and filed in accordance with the Code were declared null and void. Only one collective agreement may be made for a bargaining unit.

A change of more fundamental importance was that the Québec Labour Relations Board was abolished, and its functions assigned to civil servants and a Labour Court. Speaking in the National Assembly, the Minister of Labour and Manpower stressed the desirability of separating administrative problems from problems related to the administration of justice.

Accordingly, the amendments to the Code placed the responsibility for the certification procedure and the performance of certain other administrative functions, such as dealing with unfair practices complaints, on three new categories of officials to be appointed to the Department of Labour and Manpower: investigators, investigation commissioners and a chief investigation commissioner.

The Labour Court, which, like other provincial courts, is subject to the supervision of the Minister of Justice, has exclusive jurisdiction to hear and decide in appeal any case arising from a decision of an investigation commissioner or, in certain instances, of the chief investigation commissioner. It is also a court of first instance in penal prosecutions brought under the Code.

The changes in the law were recommended by the Advisory Council on Labour and Manpower (formerly the Superior Labour Council), of which five members are named from the most representative employee associations in the Province, and five members from the most representative employer associations.

Certification procedures

Applications for certification are to be made to the chief investigation commissioner by means of a petition authorized by resolution of the association. The petition must indicate the group (bargaining unit) that the association wishes to represent. The association must send a copy of the petition to the employer, who, within five days, must post the complete list of the employees contemplated by the petition, and send a copy of the list to the association seeking to be certified.

The chief investigation commissioner is to give notice of the petition by entering it in a public register in the office of the Department at Québec or Montreal, as the case may be, depending on whether the undertaking concerned is in the Québec or Montreal region. (The electoral districts of the province included in the Québec and Montreal regions were listed in the general regulations issued under the Code.) A copy of the petition and the register must be available to the public during office hours.

The chief investigation commissioner must immediately send an investigator to assure himself of the representative character of the association, and to ascertain whether the employer and the association agree on the bargaining unit. If this is the case, the investigator must immediately certify the association, indicating which group of employees constitutes the bargaining unit. If this is not the case, he must report to the chief investigation commissioner, stating his reasons for refusing certification. A copy of his report must be sent to both parties.

If a certified association already exists, or if more than one association has applied for certification, the chief investigation commissioner is to refer the matter to an investigation commissioner.

A complaint made under Sec. 11 of the Code to the chief investigation commissioner by a third person or an interested party (alleging employer interference with union affairs) will have the effect of suspending the investigator's inquiry, and the matter must then go to the second level—that is, investigation by an investigation commissioner, who must examine the merits of the allegation. The regulations lay down the form the complaint must take, and the procedure to be followed in the investigation.

If the procedure at the first stage does not result in certification, an investigation commissioner designated by the chief investigation commissioner must decide, after an investigation, the representative nature of the association. In such cases, only an employee included in the bargaining unit or an interested employee association is deemed an interested party.

After an investigation held in the presence of each association concerned and the employer, the investigation commissioner must also settle any question regarding the bargaining unit. For the purposes of his investigation, the commissioner has all the powers formerly vested in the Labour Relations Board (the powers of a commissioner appointed under the Public Inquiry Commission Act).

The commissioner must render his decision, giving reasons for the action taken, not later than three days after completing his investigation. If necessary, he must describe the bargaining unit. Copies of the decision must be sent to both parties.

An investigation commissioner is authorized to revoke certification if an association has ceased to exist, or if it no longer represents the majority of the group for which it was certified. Notwithstanding the provision stating that only an employee included in the bargaining unit or an interested employee association is deemed an interested party in representation matters, the Code permits an employer to request the investigation commissioner to determine whether or not the association still has majority support.

If he has an application before him for certification, or for reconsideration or cancellation of certification, an investigation commissioner may order suspension of negotiations and of the time limits for collective bargaining, and may prevent the renewal of a collective agreement.

An investigation commissioner may reconsider or cancel, for cause, any certification decision or order, provided that an appeal from a decision of an investigation commissioner is not pending before the Labour Court. In



these proceedings, the parties must be given a chance to be heard. A copy of any decision regarding certification or decertification must be sent forthwith to the chief investigation commissioner by the person who rendered it.

Labour Court

An appeal may be made to the Labour Court from the decision of an investigation commissioner. Leave to appeal must first be obtained from a judge of the Court, and such leave must be applied for within 10 days of the decision of the investigation commissioner. The commissioner, upon being served notice of the motion of appeal, must immediately transmit to the Court the record of the investigation and lists of the members of the associations concerned. He must send to each of the parties a copy of the record of the investigation. The judge's decision granting or refusing permission to appeal must be made within five days. The granting of leave to appeal suspends the carrying out of the decision appealed from, unless the judge orders a provisional execution in cases of exceptional urgency.

The Court sitting in appeal may confirm, amend or quash any decision referred to it, and render the decision which, in its opinion, should have been rendered in the first place. In any appeal case, the parties must be allowed an opportunity to be heard.

The Act sets very short time limits for the appeal procedure. The appeal must be heard within 15 days after leave to appeal has been granted, and a decision given within 15 days after the end of the hearing. The Court's decision in certification matters is not subject to further appeal. The original decision must be kept in an office readily accessible to the public. Copies must be sent to each interested party and to the chief investigation commissioner.

The Labour Court created by the amending legislation is, in effect, a specialized division of the Provincial Court, "entrusted with rendering decisions in labour litigation." Its members are appointed from the judges of the Provincial Court. The Act makes it obligatory that there be consultation with the Bar of the Province, and with the Advisory Council on Labour and Manpower, before members are appointed. The Court is to consist of a Chief Judge, an Associate Chief Judge, and a sufficient

number of other judges for the rapid despatch of the business submitted to the Court. The clerk of the Court and other staff required are to be appointed and remunerated in accordance with the Civil Service Act.

The Minister of Justice is responsible for the administration of the parts of the Code dealing with the Labour Court, and each judge must provide him with a monthly report of the number and details of the cases heard by him during the month.

The Court has exclusive jurisdiction to hear and decide appeals from a decision of an investigation commissioner who closes a case, and from a decision of the chief investigation commissioner under Sec. 8 or 9 (issuing of permits to union representatives giving them access to lumber and mining camps).

With regard to the decision of an investigation commissioner, the right of appeal to the Court is limited to the following persons: 1. in matters respecting refusal or granting of certification, any employee in the bargaining unit or any employee association concerned; 2. in matters respecting the bargaining unit, the employer, the certified association or a rival petitioning association; and 3. in any other matter, any interested person.

The Court has exclusive jurisdiction also to hear and decide in the first instance any penal prosecution brought under the Code. Only in these cases may its decisions be appealed to a higher Court. A penal prosecution may be initiated by any interested party or the chief investigation commissioner. Every member of the Court is competent to hear and decide alone any matter submitted to the Court.

When sitting otherwise than in penal matters, the Court and its members have the powers of a commissioner under the Public Inquiry Commission Act; when dealing with certification, they have the powers of an investigation commissioner (with all the investigative powers formerly vested in the Labour Relations Board to determine the right of an association to be certified). When sitting in penal matters, the Court and each of its members have the same powers as one or more justices of the peace.

A case will be tried in the chief centre of the judicial district in which it arises, unless the parties agree otherwise or the Chief Judge decides that the case will be tried elsewhere for reasons of public interest. **Sittings**

of the Court are to be public unless, for reasons of public order, private sittings are ordered. The parties may examine witnesses and present arguments. Witnesses are granted the same privileges and immunities as witnesses before the Superior Court.

Regulations governing the procedures of the Labour Court and the trial of cases before it are to be drawn up, after consultation with the Advisory Council on Labour and Manpower, by a majority of the members of the Court at a meeting called by the Chief Judge for the purpose. These regulations must be approved by the Lieutenant-Governor in Council.

Other functions

Certain other matters are declared by law to be within the competence of the Labour Court. **The Labour Court may dissolve an association of employees, after giving it an opportunity to be heard, if proof is established that it has participated in an infringement of Sec. 11 (the section forbidding employer interference with union affairs).**

The Labour Court is given the task of determining what employees in the government service are engaged in work of a confidential nature, and are thus excluded from collective bargaining. The Code lists as examples of confidential employees: conciliation officers and investigators in the Department of Labour and Manpower; employees of the Executive Council; employees of the Treasury Board or the Civil Service Commission; and employees in the office of a Minister or a director of personnel.

The Labour Court is given exclusive jurisdiction also to hear any suit by an employee to recover the compensation fixed by the investigation commissioner following a dismissal, suspension or transfer for union activities. The order of the Labour Court will then be homologated, upon a motion of the employee or the chief investigation commissioner, by the Superior Court or the Provincial Court, according to the amount of the compensation fixed by the order.

The Labour Court now assumes the role and power formerly exercised by the Labour Relations Board under the Civil Service Act with regard to government employees who are employees within the meaning of the Code. It must decide all disputes arising from the exclusion from or inclusion in the bargaining unit of an employee or class of employees, and it has the power to cancel a certification and grant another under the conditions prescribed by the Code.

Under the Civil Service Act, the Labour Court has the duty also of determining the essential services that are to be maintained during a strike of provincial employees if these are not determined by prior agreement of the parties.

An amendment to the Bar Act makes it clear that it is not necessary to be a lawyer to appear on behalf of one or other of the parties before an investigator, an investigation commissioner, or the Labour Court, sitting otherwise than on penal matters, within the meaning of the Labour Code.

Other amendments

A collective agreement, or an amendment subsequently made to an agreement, does not become effective until five copies have been filed with the chief investigation commissioner. The party filing must indicate the number of employees governed by the collective agreement. If the agreement has not been filed within 60 days, another association may apply for certification for the bargaining unit. Provided that its application is made before filing has been effected, the other association may subsequently be granted certification.

A complaint regarding dismissal, suspension or transfer for union activities must be made to the chief investigation commissioner within 15 days of the action complained of. The chief investigation commissioner will designate a commissioner to investigate and decide as to the complaint. Where he finds the complaint a valid one, the commissioner may order the reinstatement of the employee within eight days, and fix the amount of the compensation due him for loss of wages and other advantages; but, before making any such order, he must give the parties a chance to be heard.

In the case of a disagreement between the employer and the employee, the amount of the compensation is to be fixed by the investigation commissioner. If the employee fails to take action to recover the compensation owing to him, the chief investigation commissioner may take action on his behalf in the Labour Court. Such action must be instituted within a period of six months.

The Code now authorizes the investigation commissioner to perform a function previously performed by the Labour Relations Board—namely, that of recognizing an employers' association as representing the employers in logging operations.

The issuing of permits under Sec. 8 and 9 to union representatives, thereby giving them access to land where mining and logging operations are carried on, is entrusted to the chief investigation commissioner. Such permits are to be granted under conditions prescribed by the regulations.

The general regulations required to give effect to the Code may be made by the chief investigation commissioner, after consultation with the Advisory Council on Labour and Manpower. The Code specifies, in particular, that the regulations must establish the conditions under which a person may be recognized as a union member, and must provide for a certification system suitable to the temporary and seasonal nature of logging operations, fishing and fish processing. Any such regulations must be approved by the Lieutenant-Governor in Council.

A new regulation, titled "By-Law on the Exercise of the Right of Association under the Labour Code," was approved by Order in Council (No. 3361) on November 5. The conditions under which an employee may be considered a union member for purposes of certification do not differ from those set forth in earlier regulations under the Code.

The amending legislation provided that the chief investigation commissioner, investigation commissioners and investigators were to be appointed and remunerated in accordance with staff requirements, standards and scales established by regulation of the Minister and approved by the Lieutenant-Governor in Council, without regard to the Civil Service Act, which will apply only from July 1, 1970. Moneys required to pay the salaries and expenses of these officials are to be paid by the Minimum Wage Commission.

Construction industry

Labour Relations Act

A new labour relations act adapted to the special characteristics of the construction industry was passed in Québec in December, 1968. The industry was previously governed by the Labour Code and by decrees under the Collective Agreement Decrees Act. The Act was drawn up with the active participation of all the interested groups.

The Construction Industry Labour Relations Act (Bill 290) is based on, and is an adaption of, the decree system that has been in force in Québec since 1934. This system of "juridical extension" of a collective agreement permits the standards of wages and working conditions set in a collective agreement negotiated by a representative proportion of employers and employees in an industry to be imposed by decree on the entire industry within a specified area. A decree thus extends the negotiated standards to all employers and employees who were not party to the collective agreement.

Some of the main features of the Act are as follows: **Unions of construction employees may no longer be certified within the meaning of the Labour Code. The Act no longer gives exclusive bargaining rights to a union having majority support.** Instead, associations of employers and employees are recognized by the Act as representative. Representative associations are required to negotiate a collective agreement determining conditions of employment for all construction trades and occupations in a given territory, with a view to the adoption of a decree. The only collective agreements possible are those negotiated for the purpose of obtaining a decree, and only one agreement may be made for a given territory. The Act contemplates regional and, eventually, provincial negotiations. Strikes and lockouts are forbidden during the term of a decree.

Decrees may contain all the clauses of a collective agreement. They must contain provisions dealing with union security and the checkoff of union dues. **Employees are free to join the association of their choice however. No employer may lay off or refuse to hire anyone because of his membership in a given association.**

The Act provides for a joint advisory commission made up of union, management and government representatives to make recommendations to the Minister regarding specified matters, with a view to developing regula-

tions and standards that would be applicable throughout the Province. A system of arbitration of grievances is provided for. The Act applies to all employers and employees in the construction industry. The Government of Québec is included as an employer.

Representative associations

The Act recognizes two employee and five employer associations as representative for bargaining purposes throughout the Province. Other associations may be recognized as representative by the Minister. (This procedure is similar to one that obtains in France, where representative associations bargain on the national and regional level.) The associations recognized by the Act as representative are: Confederation of National Trade Unions; Québec Federation of Labour; la Fédération de la construction du Québec; L'Association provinciale des constructeurs d'habitations du Québec, Inc.; l'Association des constructeurs de routes et grands travaux du Québec; Corporation of Master Electricians of Québec; and Corporation of Master Pipe-Mechanics of Québec.

All associations recognized as representative in a region may participate in negotiations leading to the adoption of a decree. An association representing less than five per cent of the employees, or less than five per cent of the employers of its class, may participate in collective bargaining leading to the adoption of a decree, but it cannot veto an agreement. An association that wishes to be recognized as representative must apply to the Minister within a fixed period, between the 180th day and the 140th day before the expiration of a decree. The Minister must give his decision to the interested parties not later than 120 days before the expiration of the decree. Where no decree is in force, an application may be made at any time.

The Minister is to assess the representative character of an association using two criteria: the total number of construction employees or employers in the Province, or within the territorial scope of a decree; and trade union membership and dues collected. The Lieutenant-Governor in Council, after consulting the parties, may make regulations regarding the procedure to be followed

by an association seeking to have its representative character recognized. **To be recognized as representative an association, its component associations and affiliates must comprise at least 20 per cent of the employees or the employers, as the case may be, in the Province or in a region.**

If, 120 days before the expiration of a decree, the membership of all the representative employee associations in the territory has dropped to less than 20 per cent of the total number of construction employees in the region, no collective agreement leading to the adoption of a decree may be made. In such a case, the Lieutenant-Governor in Council may make an ordinance regulating employment conditions in the territory, after consulting the representative associations in the Province. The ordinance may cover only the pecuniary matters enumerated in the Act, and the standards set may not be lower than those existing under the previous decree. The Minister, or a parity committee designated by him, is to be in charge of the ordinance, which has the same effect as a decree.

Negotiations

Negotiation procedures are an adaptation of those set out in the Labour Code. The representative associations must begin to negotiate within the 120 days preceding the expiration of a decree. Where no decree is in force, notice may be given at any time, and negotiations must begin within the 120 days following the date of the notice. Negotiations must be carried out diligently and in good faith. Where negotiations have been carried out unsuccessfully for 60 days, an application may be made to the Minister for the appointment of a conciliation officer. The Minister may also, of his own motion, appoint a conciliation officer.

The parties have the right to strike or lockout when a decree expires, or, if there is no decree, 120 days after the receipt of notice to negotiate. A dispute may be submitted to a council of arbitration (conciliation board) as provided for in the Labour Code, if all the representative associations comprising at least five per cent of the employees or of the employers in their class consent to it. A collective agreement signed by an employers' association is binding on all members of the association to whom the agreement may apply, including future members.

Decrees

The procedure for juridical extension is like that contained in the Collective Agreement Decrees Act. On the request of any representative association that has signed a collective agreement, the Lieutenant-Governor in Council may order that the agreement shall also bind all the employees and employers in the construction industry in the Province or in a stated region.

The provisions of the agreement, and a notice of the receipt of the petition, must be published in the Québec Official Gazette and in a French- and an English-language newspaper. Objections must be received within 30 days, and the Minister may order the holding of an inquiry, after which he may recommend the approval of the petition by the Lieutenant-Governor in Council, with whatever changes he thinks necessary, and the adoption of the decree. No changes may be made in the agreement, however, unless they have been agreed to by the representative associations. Similarly, the Lieutenant-Governor in Council may extend, repeal or amend a decree, but only with the consent of the parties. If juridical extension is refused, the Minister must give reasons for his decision. The adoption of a decree will make all the clauses of the collective agreement obligatory and a matter of public order.

If the Minister refuses to recommend the extension of a collective agreement, it will continue to bind the contracting parties. **Under the new system, therefore, there are three possible methods of regulating employment conditions of construction workers: a decree; or, failing a decree, the collective agreement; or, failing a collective agreement, an ordinance of the Lieutenant-Governor in Council (as noted earlier).**

The Act permits special negotiations in the case of construction projects costing \$25 million or more and situated outside the Montreal and Québec regions, unless a province-wide decree covering such special projects is in force.

A decree must be for a term of at least one year and for not longer than three years. It must contain provisions respecting job classification, wages, payroll, working hours, overtime, holidays, vacations with pay, notice of dismissal, the complementary social security plan, the term of the decree, and the procedure for amending it. It must also contain provisions respecting union security, including dues checkoff, union delegates, the procedure for settling grievances, and the exercise of recourse by employees against disciplinary measures by the employer.

The possible content of a decree is very wide. The Act lists certain provisions that it may contain—such as seniority, manpower mobility, shift work, night work and Sunday work, wage increases, bonuses, indemnities and allowances, notice boards, cloakrooms and tools—but it states that the enumeration is not limitative.

Representative associations that have signed a collective agreement that has become a decree must form a parity committee, in accordance with the terms of the Collective Agreement Decrees Act. The parity committee supervises and administers all parts of the decree, other than those dealing with grievance matters.

Arbitration of grievances

A grievance regarding such matters as union security, seniority, manpower mobility or notice boards must be referred to a single arbitrator. The arbitrator is to be chosen by the parties during negotiations. If the parties cannot agree, the Minister is to appoint a person from the list drawn up annually by the Advisory Council on Labour and Manpower. The arbitrator has 60 days in which to render his decision, or five days from the end of the inquiry, whichever is earlier. His award is final and is enforceable as a judgment of the Superior Court by filing the decision with the Court. Where there is no decree, any grievance may be submitted to arbitration, in the manner described earlier.

Freedom of association

The Act protects the freedom of association of the employee, while at the same time providing for union pluralism. Both employees and employers are guaranteed the right to belong to the association of their choice and to participate in its activities and management. The Act prohibits certain unfair labour practices by unions and employers.

An employee may resign his union membership within a fixed period, between the 180th and 140th days before the date of expiry of a decree or collective agreement. No union may resort to discriminatory measures against an employee for the sole reason that he belongs to another union or abstains from belonging to any union. No employer may refuse to hire an employee merely because he was not referred to him through a union or a union hiring hall. A union may not refuse membership to an employee because he was not hired through the union employment bureau.

A representative association, or any employee, may submit a complaint to the Minister concerning the application of the provisions dealing with freedom of association. The Minister may appoint an investigator, who is to report within eight days. If by that time the employee has not obtained satisfaction, the matter is to be submitted to a single arbitrator appointed by the Minister from the list drawn up by the Advisory Council on Labour and Manpower. The arbitrator is given 30 days in which to render his decision, or five days after the end of the inquiry, whichever is earlier. The decision is binding and enforceable as an order of the Superior Court. The arbitration award may require reinstatement of the employee with payment of lost wages or reinstatement of the employee as a union member.

If the employee shows to the satisfaction of the arbitrator that he was exercising a right conferred on him by the Act, the burden of proof that there was good and sufficient reason to act lies upon the union or the employer.

Union security

As already indicated, union security clauses included in collective agreements must form part of a decree. **A union security clause may not, however, deprive an employee of his right to belong to the representative employees' association of his choice.** Employers must honour written voluntary irrevocable authorizations for dues checkoff. If an employer receives a notice of revocation during the period in which the employee may resign his union membership, he is obliged to send a copy to the interested association.

Joint advisory commission

A joint advisory commission has been set up to study and make recommendations to the Minister about the possibility of standardizing existing social security plans, the standardization of systems of vacations with pay, the territorial jurisdiction of decrees, and union hiring halls. The Act requires the Lieutenant-Governor in Council to make regulations following the recommendations of the commission regarding union hiring halls. Some unions already operate hiring halls, and the intent of the provision was to implement the recommendations as quickly as possible.

The commission is to consist of one representative from the Department chosen by the Minister, who is to act as chairman, four union representatives (two each from the QFL and the CNTU) and four employer representatives chosen by the representative employers' associations.

Nova Scotia Trade Union Act

Policemen employed by a city or town or by a municipal board, commission or agency have been brought under the Nova Scotia Trade Union Act. They had previously been excluded by judicial interpretation. Police officers, who, in the opinion of the Labour Relations Board, are involved in confidential labour relations matters or exercise management functions are excluded from the Act.

Policemen, like employees of government boards and commissions, may not strike until 30 days have elapsed after the time limit prescribed in the Act for other employees. This time limit is 21 days after a conciliation officer has handed in his report to the Minister, or seven days after the Minister has received the report of a conciliation board.

Saskatchewan Trade Union Act

Several amendments were made to the Saskatchewan Trade Union Act. Managerial and confidential employees are not "employees" within the meaning of the Act. Independant contractors ("an individual having the status of an independent contractor") have now also been excluded from the definition.

The amending Act makes it an unfair labour practice for a trade union, an employee or a group of employees to refuse to load or unload a carrier unless the Labour Relations Board is satisfied that the union, employee or group of employees has a valid trade dispute with the employer involved.

The Act was also amended to provide for an additional strike vote. Where a strike has continued for 30 days the union, any employee or the employer may apply to the Board for a vote to determine whether a majority of the employees whose ballots are not rejected are in favour of accepting the employer's final offer and returning to work. Upon receiving such an application the Board must immediately conduct a vote by secret ballot.



ballot. All employees who are involved in the strike and who have not taken employment elsewhere may vote. Only one vote may be conducted; and if the employees vote to accept the employer's final offer and to return to work, the employer must not withdraw the offer.

Three provisions enacted in 1966 were repealed. As a result, an order of the Board requiring a certified bargaining agent to bargain collectively is made enforceable as an order of the Court of Queen's Bench by filing it with the Court, as is the case with other Board orders. The consent of the Board is no longer required for prosecution of unfair labour practices or of failure to comply with Board orders regarding unfair labour practices.

Further, where the certification of a bargaining agent is revoked and another union replaces it, the existing collective bargaining agreement is binding on the successor. Previously, the successor union could end the agreement after one year.

British Columbia Mediation Commission Act

By an amendment to the British Columbia Mediation Commission Act, an employer is forbidden to increase or decrease wages or alter any other conditions of employment during the period following certification and during collective bargaining. The actual time limits are four months after the Labour Relations Board has certified a trade union, or until a collective agreement is executed, whichever comes first.

The Mediation Commission may, however, allow an employer to alter wages or any other condition of employment during this period, and may prescribe the conditions that an employer who has received such authorization must observe. The amendment replaces a provision which was omitted when the Mediation Commission Act was passed.

New Brunswick Public Service Labour Relations Act

In New Brunswick, a new Public Service Labour Relations Act giving public servants full collective bargaining rights was passed in December 1968 and proclaimed in force on December 1, 1969. The Act confers on employees, other than "designated employees" whose services are essential to the health, safety or security of the public, the right to strike.

The Act applies to virtually all civil servants and employees of government corporations, boards and commissions, and to employees of regional library boards, school boards and hospitals. For most covered employ-

ees, the Treasury Board represents the employer in collective bargaining. The New Brunswick Electric Power Commission and the Workmen's Compensation Board are separate employers.

Responsibility for the administration of the new system of collective bargaining is vested in the Public Service Labour Relations Board, composed of a chairman, a vice-chairman, and four other members equally representative of the interests of the employees and of the employer. The duties and powers of the Board are similar to those of labour relations boards under the legislation governing union-employer relationships in the private sector.

The Act was based on recommendations made by Dr. Saul Frankel in his Royal Commission Report on employer-employee relations in the public service of New Brunswick in 1967. It follows to a great extent the pattern of the federal Public Service Staff Relations Act. The main differences are in the provisions for the resolution of disputes.

The Act affirms the right of public employees to be members of an employee organization and to participate in its lawful activities. Managerial employees may not belong to an employee association. Under the new law, an employee organization certified by the Public Service Labour Relations Board enjoys the exclusive right to bargain collectively on behalf of employees in the unit concerned, and to enter into a collective agreement on their behalf.

If difficulties are encountered in collective bargaining, conciliation services are to be provided. To assist the parties in reaching agreement, the Chairman of the Public Service Labour Relations Board may appoint a conciliator upon the request of either party. Where, at the expiration of the time limits fixed by the Act, it appears to the Chairman that the parties are unable to reach agreement, he must appoint a conciliation board to inquire into the dispute, report on the facts and make recommendations for settlement.



There is provision in the Act also for voluntary arbitration. Where the parties have bargained collectively in good faith but have failed to reach agreement, and both parties agree, the dispute may be submitted to an independent tribunal, the Public Service Arbitration Tribunal, for binding arbitration.

Where the conciliation process has been completed—namely, seven days have elapsed after the receipt of the report of the conciliation board—and binding arbitration is not chosen, a strike may take place after certain preliminary procedures have been complied with.

Either party may inform the Chairman that negotiations have broken down and request him to declare that a deadlock exists. If he is satisfied that the collective bargaining and conciliation requirements of the Act have been met, the Chairman must comply with the request.

within three days and declare a deadlock. The Chairman is required to find out from each party if it is willing to refer the dispute to binding arbitration. If either party is unwilling to do so, he must inform both parties by notice in writing that the dispute is not to be submitted to the Arbitration Tribunal.

Immediately after receipt of the above notice, the bargaining agent may conduct a strike vote. **No strike may take place unless a majority of the employees is in favour of it.** A strike may not take place until a deadlock has been declared and at least seven days have passed after the date on which the bargaining agent has notified the Chairman of a vote favouring the strike. **Where a majority does not favour strike action, the Chairman must direct the parties to resume collective bargaining.** After 21 days, either party may again apply for a declaration of deadlock, after which the pre-strike procedures described here must be complied with.

During a legal strike, the employer is forbidden to replace striking employees or to fill their positions with other employees. Picketing or other demonstrations are prohibited. Upon application of the bargaining agent or the employer, as the case may be, the Board may issue a declaration that a strike is lawful or unlawful.

As already indicated, a “designated employee” does not have the right to strike. The initial designation of such employees is to be made by the employer, who is required to submit a statement of the employees he considers to be designated employees to the Board and to the bargaining agent on the last day of negotiations, or within such further period as the Board determines. If objections are raised by the bargaining agent, the Board must make the final determination, after giving the parties an opportunity to make representations.

The Act provides for the establishment of a grievance process and for third-party adjudication of unresolved grievances related to the interpretation or application of a collective agreement or arbitral award, or disciplinary action resulting in discharge, suspension or financial penalty. **Grievance procedures are available to all employees, including managerial and confidential employees.**

Ontario Hospital Labour Disputes Arbitration Act

Nursing homes and homes for the aged were brought under the Ontario Hospital Labour Disputes Arbitration Act, and also central laundries, heating and power plants that are operated exclusively for more than one hospital. The effect of the amendment is that employees in such workplaces no longer have the right to strike, and are subject to the compulsory arbitration procedures in force for hospital workers.

Other amendments reduced certain time limits set in the Act, with a view to expediting settlement of a dispute. The parties are required to resume bargaining after the conciliation process has been completed and no settlement has been reached. They now have a period of seven days (formerly 35) in which to conclude a collective agreement. If a settlement is not reached during that time, the dispute must be referred to arbitration in accordance with the Act. The parties may agree in writing to extend the period of direct negotiations, up to a maximum of 30 days. Any extension beyond 30 days (formerly 90) must be agreed to by the Minister.

Ontario Police Act

In Ontario, amendments were made to the Police Act enabling senior officers of a police force to form their own association and to bargain separately from other members of the police force. Changes were also made in the provisions dealing with the arbitration of disputes.

Medicare: A new and different outlook

About 250 trade unionists from all parts of Canada returned home December 4, resolved to do something about improving medical care in their communities. They were delegates to a three-day conference on medicare in Sault Ste. Marie, Ont., under the sponsorship of the Canadian Labour Congress. The purpose of the conference was to promote, with the help of the labour movement, the establishment of more Community Health Centres such as the ones already in existence in Sault Ste. Marie, St. Catharines, Regina, Saskatoon and Prince Albert.

In his keynote address, CLC President Donald MacDonald called the conference the "opening shot of a campaign to give medicare in Canada a new and different outlook," adding: "I would like to conceive of this conference as the foundation for a whole network of group practice centres throughout Canada, bringing medical care of high quality to many hundreds of thousands of Canadian families and setting an example for others to follow."

The delegates heard speaker after speaker stress the shortcomings of today's medicare plans and suggest how they could be improved. Among the deficiencies of

present medicare, the speakers—University professors, medical directors of health centres, and other specialists from Canada and the U.S.—listed unfair disparities between provinces and between urban and rural areas; the lack of effective co-ordination between health services, occupations and institutions; and thoughtless emphasis on costly rather than economical services.

They also criticized the fee-for-service system under which most physicians operate. Dr. Samuel Wolfe, professor of Family and Community Health, Meharry Medical College, Nashville, Tenn., described it this way: "The more patients you push through per hour, the more you earn. The more organs you remove, the higher your income. As unionists, piecework went out of your jobs a long time ago. And yet in medicine, most doctors are still paid this way."

Delegates learned that the answer to many of these problems was the creation of community health centres. NDP Leader T. C. Douglas, a guest speaker at the conference, said that community health centres make possible the bringing together of various specialties in co-operation with the general practitioner; enable younger doctors to practise alongside more experienced colleagues; and make it possible for doctors to leave their practice periodically for the purpose of taking refresher courses in the new techniques and drugs.

He said that community health centres make possible the practice of preventive medicine, "keeping people well rather than waiting for them to get sick before curing them." He related a practice in ancient China, where doctors were paid a salary by everyone in the community as long as people were in good health. The salary stopped when a member of the community fell sick.

Mr. Douglas listed some other advantages of health centres: They can be used to add other health services; they can effect substantial savings for prepaid health plans by greatly reducing the rate of hospital admissions and the length of stay in hospitals; and they provide an opportunity for members of the community to work together with the physicians in the administration of the centres.

The governments of Saskatchewan, British Columbia, and, in particular, Ontario, were strongly criticized for the way in which they handled the federal medicare program. Liberal MP Dr. Stanley Haidasz, speaking on behalf of federal health minister John Munro, pointed out how grants with specific purposes in mind can be "manipulated" so that rather than adding benefit in the area intended, they free resources in other areas for "unanticipated purposes." **Dr. Haidasz said that medicare premiums in Ontario are as high as \$25.75 per family per month, constituting a record for all of Canada.**

Speaking on the same subject, Tommy Douglas said that this constitutes a "sabotage" by the very people who were expected to implement the program. "The Ontario Government gets millions of dollars of federal money, paid by Canadians in federal taxes, to implement medicare in the province," he said. Instead of applying this money to the medicare program, he asserted, the Government turns around and charges these same Canadians the highest premiums in Canada, in effect making them pay twice for the same program.



"It almost looks as if they deliberately set out to make the plan as inefficient and expensive as possible in the hope that people will ask them to cancel it," he commented.

The delegates left with this message from Dr. Wolfe: **"It is time organized labour got off its collective posterior and took the initiative in protecting the consumer of health care services through the development of more health centres across Canada."**

Report of the UIC advisory committee

The Unemployment Insurance Fund continued a five-year trend with a moderate increase during the fiscal year ending March 31, 1969. The Fund increased by \$79,688,000 to \$382,340,000. There was also an increase in the amount of contributions received by the Fund, says the report of the Unemployment Insurance Advisory Committee for the year ending March 31, 1969.

Although the amount of benefits paid increased, this was not caused by greater unemployment. The number of initial claims for benefit actually decreased slightly from the previous year but the higher amount paid was due to higher rates provided in 1968 for persons at the upper end of the earnings range. The increase in the amount of contributions was due to the corresponding 1968 adjustments in the contribution rates and to an increase in the number of contributors.

The number of persons covered by unemployment insurance at June 1, 1968 was estimated by the Dominion Bureau of Statistics at 4,800,000, an increase of 75,000 from the year before at that date. However, shortly thereafter a substantial further increase amounting to approximately 500,000 took place as a result of an amendment to the Unemployment Insurance Act that became effective June 30, 1968. That amendment raised the earnings ceiling for the coverage of salaried employees from \$5,460 a year to \$7,800 a year. (L. G. 1968, p. 462) This implemented a recommendation of the Advisory Committee that the earnings ceiling be adjusted in order to re-establish coverage at the same relative level at which it was fixed at the time of the last major revision of the program in 1959. The effect of the amendment is shown by the following figures:

	Insured population	Paid worker segment of labour force
1967-68	4,788,000	6,663,000
1968-69	5,295,000	6,948,000

The Committee noted that, notwithstanding the above, several substantial groups of employees such as employees of hospitals, remain outside the scope of the Unemployment Insurance Act. The Unemployment Insurance Commission, however, has been carrying on extensive studies with a view to improving the effectiveness of the Act, updating its provisions in the light of present-day conditions, and curbing abuses that have occurred under the existing provisions. The Committee believes that when the Government is ready to proceed with such revision of the Act it would be useful if the Committee were enabled to examine the proposals before they are introduced in Bill form, in view of the experience of the membership of the Committee regarding the unemployment insurance system and the wide range of employer and employee organizations represented on the Committee.

The Committee noted that since its last report a change had been made in one of the benefit regulations that had given the Committee some concern. This related to the considerable number of claimants who were disqualified for failure to lodge insurance books with the Commission's office at the time of filing a claim for benefit. Since the Committee reported on this in July 1968, the Commission had reviewed the matter and had laid proposals for an amendment before the Committee at a meeting held in December 1968. The proposed change made a desirable modification in the regulation and was concurred in by the Committee and was put into effect in January 1969.

With respect to the prospective state of the unemployment insurance fund, the Committee has received valuable comments in the report submitted by the senior actuary of the Department of Insurance. Two matters of particular interest are, first, the financial forecast for the present fiscal year ending March 31, 1970; second, the long term adequacy of current contribution rates and the sufficiency of the accumulated fund to cope with likely future fluctuations.

With regard to the probable position of the fund by March 31, 1970, the actuarial report makes a forecast that the 1969-70 surplus will exceed that of 1968-69 and is likely to be of the order of \$125,000,000. This estimate is subject to several assumptions concerning such matters as the rate of unemployment during the rest of the fiscal year, the absence of any major changes in the legislation and some other matters. Regarding the second matter, the actuarial report explains that, as the present rates came into operation only a year ago, the

full effect of the adjustments can not be accurately assessed for several years; consequently a definitive conclusion as to the adequacy of the current contribution rates is not yet possible. However, **the report expresses a tentative opinion that the program, as revised in 1968, can probably support a benefit load corresponding to a level of unemployment equal to the average for the last ten years.**

The Committee repeats the suggestion made in its previous report that the time for submitting its annual statutory report be extended. The present requirement that the report be submitted by July 31 allows the Committee insufficient time to give adequate study to the material supplied to it, some of which cannot be made available until July, when final figures for the fiscal year are known. It was suggested that a provision for extending this time be included when next amendments to the Act are made.

UIC Statistics

	at end of March			
	1969	1968	1967	1966
(in thousands of dollars)				
Balance in fund.....	\$ 382,340	\$ 302,652	\$ 258,203	\$ 141,483
Increase in balance from previous year.....	79,688	44,449	116,720	100,986
Contributions from the Government of Canada.....	86,626	69,491	68,771	65,664
Contributions from employers and employees.....	433,130	347,458	343,853	328,319
Amounts collected in penalties.....	171	188	172	146
Interest on investments.....	18,850	15,894	10,931	4,671
Total net revenue.....	538,777	433,031	423,727	398,800
Ordinary benefit payments.....	373,930	316,465	251,209	238,281
Seasonal benefit payments.....	85,159	72,117	55,798	59,533
Total benefit payments.....	459,089	388,582	307,007	297,814
Excess of revenue over expenditure.....	79,688	44,449	116,720	100,986
Fishing coverage				
Contributions from employers and employees.....	1,338	1,284	1,387	1,234
Contributions from Government of Canada.....	268	266	261	247
Benefit payments.....	12,509	11,576	10,845	10,240
Excess of benefit payments over contributions.....	10,903	10,026	9,197	8,759
(numbers)				
Number of initial claims for unemployment insurance received.....	1,380,000	1,389,000	1,213,000	1,190,000
Average number of benefit weeks paid.....	14.8	13.2	12.6	12.6

Education won't create employment

Education doesn't create employment, but the proper educational system can help solve the economic problems of the Atlantic Provinces, says the Atlantic Provinces Economic Council in its third annual review. The report states that the emphasis on education is not too unrealistic, given the resources of the area.

"We must then, ensure that maximum benefit is derived from present and future expenditures on education. This can be done by a greater rationalization of existing educational facilities and efforts, especially in the area of post-secondary education and technical training. Educational requirements and capacities should be viewed, where possible, in the context of the whole region, rather than in terms of individual provinces or communities. Hand in hand with this re-evaluation of our educational program should go a more concerted effort to provide meaningful job opportunities for the recipients of this education when they enter the labour force."

The report noted also that in the Atlantic area there is a smaller number of jobs requiring high levels of education—managerial and professional, and technical occupations—than in the rest of Canada, and larger proportions in the lower-paying jobs that require lower educational levels. "It should be noted simply that education does not create employment, except for those who are employed as educators; it only makes it possible for a worker to do a job better, or to advance to a higher position, if such jobs and positions exist. It, then, becomes necessary to consider education as one factor in the development process, not as an end in itself."

Too much of the educational effort of the Atlantic region is directed toward educating persons for work and residence elsewhere, the report says. This wasn't a conscious move, but it arose mainly because the creation of new employment opportunities in the area has not kept pace with the training of people for employment. "The result is inevitable—an exodus of persons from the region for better employment opportunities that, unfortunately, are concentrated in the younger and better-educated age groups."

The answer, says the report, lies in the rationalization of the educational effort throughout the region, and in the establishment of educational priorities. "It would appear to be obvious that the maximum in rationalization can only be brought about by complete political union" of the Maritime Provinces plus co-operation with Newfoundland if union of the three provinces came about. "We look to the time, for example, when there will be a common elementary and secondary school curriculum, and when school credits are readily transferable throughout the region."

Benefits in the field of higher education can also be realized through rationalization. "There can be no doubt, for example, that the Maritime Provinces need a high-standard medical school; but it is doubtful that the best interests of the region would be served by establishing more than one such school. **Likewise there can be no doubt that the region requires a high-standard, post-graduate economics school devoted not only to training personnel for government and industry, but also to playing an active role in the solutions of regional economic problems.**" The report said that the same principle of having only one school of each discipline can be applied to most of the social sciences and in the pure and applied sciences. "What is true for university education should also be the case for post-secondary technical education."

The report goes on to say that emphasis should continue to be placed on expenditures in primary and secondary education. But young people should be trained not only for university entrance but also for entrance into technical schools, for much of the secondary educational emphasis is irrelevant to current and future conditions and needs.

On a more optimistic note, the Council reported that gross regional production in current dollars is estimated to have risen by 61 per cent between 1961 and 1967, and personal income by 59 per cent. "Investment increased faster than in Canada, more than doubling from \$617,000,000 in 1961 to \$1,290,000,000 in 1968." The labour force increased by 13 per cent from 571,000 to 643,000 in the same period, and of this labour force the number employed increased by 18 per cent, reducing the unemployment rate from 11.3 per cent in 1961 to 7.3 per cent in 1968. And "the primary industries as a whole appear to have decreased employment from approximately 104,000 in 1961 to about 96,000 in 1968. Only mining showed an increase that was too small to offset declines in the other three" primary areas. Thus, the primary sector in 1968 accounted for 16 per cent of the total employed labour force, compared with 21 per cent in 1961.

Accidents result from management inefficiency

"Accidents are an indication of management inefficiency and loss of managerial control. The plain fact is, it pays to be safe," said W. A. Martin, Chief of the Accident Prevention Division, Canada Department of Labour, in a paper delivered to a meeting of the Automotive Transport Association of Ontario in Toronto in November. The following was extracted from Mr. Martin's paper:

The principal value of safety regulations is in establishing an acceptable standard of safety. Many enlightened employers will voluntarily exceed this standard and the Canada Department of Labour is prepared to provide special assistance to such employers. The average compensation cost of a disabling injury in the trucking industry is estimated to be approximately \$1000, and when allowance is made for disruption to work, loss of business, property loss, etc. the actual total cost is estimated to be about \$3000.

A company that is experiencing 50 disabling injuries a year and that works one million man-hours during that period, has a disabling injury frequency rate of 50 and is spending about \$150,000 per year on accidents. **If this disabling injury frequency rate is reduced to 25, a gross savings of \$75,000 for each million man-hours will be realized.** Further, significant intangible benefits will be derived from the general improvement in employee morale and efficiency that customarily follows a decrease in the number of accidents. Many companies with disabling injury frequency rates of 50 or higher have been able to reduce them to 25 or lower and some large industrial companies have reduced their

disabling injury frequency rate to less than one for each million man-hours. The Canada Department of Labour would be pleased to help you in implementing a good safety program.

Regulations under development

Employment safety regulations pertaining to the Cape Breton Coal Mines and to boilers and pressure vessels have already been issued. Other regulations pertaining to elevating devices and to such general safety matters as sanitation, first aid, guarding of machinery, noise, lighting, hazardous substances, personal protective equipment, entry into confined spaces, and others are currently under development. In addition, and of particular interest to that portion of the trucking industry that is subject to federal jurisdiction, regulations are being developed to cover such matters as the registration of motor carriers, the identification of motor vehicles, motor vehicle operator's log books, and medical examinations for motor vehicle operators.

The plan adopted for the development of safety regulations under the Safety Code provides for a large measure of consultation with those who will be affected by them and has as its objective the establishment by regulation of a reasonable and realistic standard of employment safety.

The first draft of each set of regulations is developed after a review of existing provincial and other regulations, of safety literature and of national consensus safety standards, such as those produced by the Cana-

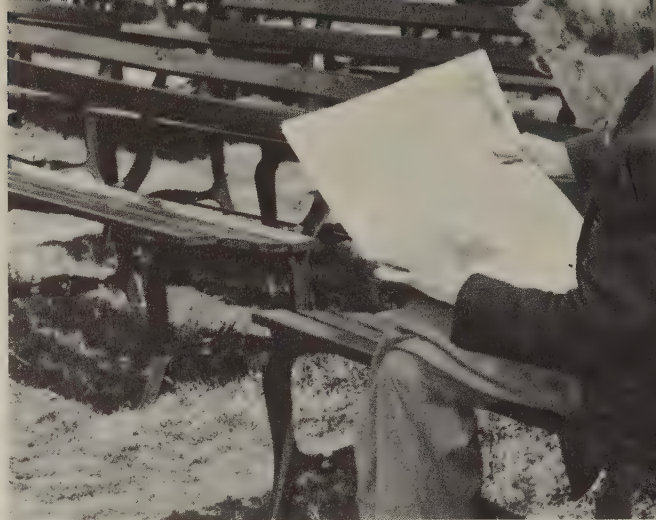
dian Standards Association, the National Fire Protection Association the U.S.A. Standards Institute, and other standard-setting organizations. The second draft is a refinement of the first rough draft and it is normally this draft that is distributed to the principal interested parties for written comments. From these written comments, a third draft is produced that is discussed at an open meeting with the principal interested parties, following which a fourth or final draft is prepared. The final draft is reviewed by the Department of Justice and presented to the Privy Council for approval.

Administration of the regulations

The sanitation, first aid, machine guarding, noise, and similar regulations that pertain to general employment safety will incorporate a good deal of administrative flexibility by providing Regional Safety Officers of the Canada Department of Labour with the power to grant exemptions and to modify the requirements where this may be done without significantly lowering the safety standard and where strict compliance would cause unnecessary hardship. **By this policy of enforcing the spirit of the regulations, we aim to avoid the injustices that blind compliance with the letter of the law often creates.**

Annual and other periodic safety inspections will be conducted on behalf of the Canada Department of Labour by provincial Safety Inspectors who have been designated Safety Officers by the Minister of the Canada Department of Labour. Safety problems requiring more attention than it is possible to provide by normal periodic inspection methods or that indicate the need for a comprehensive or in-depth survey of an enterprise, will be referred by the provincial inspectorates to the Regional Safety Officers.

The principal function of the provincial safety inspectors will be to detect deviations from good industrial safety practice and to draw these to the attention of the employer for correction. Where it is necessary to cite a mandatory requirement or to undertake enforcement proceedings, the appropriate Canada Department of Labour regulation must be applied because only federal regulations have the force of law in the federal sector of jurisdiction. Federal-provincial safety inspection service agreements have been concluded in most provinces and are now operative.



The efficiency and occupational adaptation of older workers can be improved by job redesign, says a report on job redesign published by the Manpower and Social Affairs Committee of the Organization for Economic Co-operation and Development (OECD). The report was prepared by Dr. G. Marbach of the Applied Physiology Laboratory, Faculty of Medicine, Strasbourg.

Dr. Marbach explained that because of increased life expectancy and the consequent prolonging of activity the number of older workers is rising constantly. It is believed, however, that in some instances their productivity and efficiency may be lower than that of younger workers. An individual's suitability for a job, as presently designed, may become less certain with increasing age and it may prove difficult to find him productive work. The report explains how it is possible to improve this situation to a considerable extent by job redesign.

The introduction to Dr. Marbach's report by Professor Bernard Metz of Strasbourg points out that older workers are representatives of special groups in which the members have special employment problems and stresses the importance that should be attached to older workers. He describes the physiological and psychological signs of aging and the demands of a job as belonging to a sphere of knowledge not yet sufficiently explored by those responsible for personnel policy and production. Professor Metz explains that **"the decision to redesign jobs in order to retain older workers in those jobs seems a sound one on two counts: on the one hand,**

Job redesign for older workers

there is the lengthening of active life, on the other hand there is an increased efficiency among all workers on the job, since the difference in performance between the youngest and the oldest should, if the job is suitably adapted, be reduced.

"The consequence is that any firm that has a number of jobs in which older workers cannot be retained should regard this as evidence that its machinery or processes are obsolescent or, if they have been recently acquired, that their design is out-of-date. In a truly modern concern—that is where adaptation of work to the man is as rational as the conception of machinery or methods—the normal aging of the labour force will not be a handicap; on the contrary, the experience and capacity for reflection which come with age will be accorded their full value."

Dr. Marbach discusses re-allocation or transfer of an aging worker to another job as another method of retaining such workers. He points out, however, that difficulties can arise, both for the firm and the worker himself. For the firm, transfer to another job presupposes the existence of a number of jobs requiring the same level of skill, which is not always the case. The transfer of a skilled worker to a less skilled job is liable to lead to a shortage of skilled labour, and this tendency is all the more pronounced since the new jobs created as a result of changing techniques call to an increasing extent for just those abilities which deteriorate with age, so that the shortage of skilled manpower is likely to become increasingly acute. There is also a considerable upheaval for the worker himself. Obligated as he is to adapt himself to new surroundings, new bosses, new methods of work, sometimes to new standards of work, his mental state may deteriorate eventually as a result of the change in his job. He may feel rejected, useless, "in a dead-end job". Taken away from interesting work he tends to lose "drive" and vitality, his self-confidence dwindles and his working performance suffers as a consequence.

According to the report, job re-allocation can raise another problem, that of the worker's adjustment to his new job, hence his training for different work. The training that the worker acquired during his apprenticeship may be out of date. This might not have been too great a handicap in his previous job, as in many cases the worker had, as it were, "grown up with his machine," but it could prove serious in a new job, as the technological change that has taken place in other jobs has passed him by.

The report suggests that **job redesign for the benefit of the older worker enables him, with a minimum of readjustment, to retain a job to which he has long been accustomed.** But he is not the only one to benefit. A younger worker, employed in the same job or in a related job, may also benefit, as the productivity of the workshop or service as a whole will be increased. At the same time the psychological tension caused by the younger worker's feeling that the older man is "lagging behind" and holding him up will be considerably reduced. The firm will also benefit, since for an investment that will usually be very small, the older worker's productivity will remain at its previous level or may even rise.

In conclusion, Dr. Marbach pointed out that there was no doubt that the problem of aging manpower was a universal one that will become increasingly serious as a result of longer life expectancy and the rise in the number of workers who remain in their jobs until retiring age. He stressed the importance, especially among the more industrialized countries, of not remaining indifferent to this trend in the labour market.

Job Redesign for Older Workers—G. Marbach, O.E.C.D. Series, "Employment of Older Workers", No. 5, Queen's Printer, Ottawa, \$1.20.

General topics

Wage schedules—October

During October, the Department of Labour prepared 268 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 205 contracts in these categories were awarded. In addition, 239 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Fisheries and Forestry, Post Office, Public Works, Supply and Services and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in October for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Post Office	5	\$ 157,504.61
R.C.M.P.	2	14,467.20
Supply and Services	137	\$1,559,153.00

During October, the sum of \$9,534.42 was collected from 11 contractors for wage arrears owing their employees as a result of the failure of the contractors or their subcontractors to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 135 workers concerned.

Unemployment insurance fund

During October, 1969, 30,716 investigations were finalized across Canada. Of these, 14,302 were on-premises investigations and 3,090 were selective investigations to verify the fulfilment of statutory conditions. The remaining 437 formal investigations and 12,887 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 4,206. Prosecutions were commenced in 174 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in October totalled \$53,232,057.62 compared with \$54,322,861.31 in September and \$50,775,779.15 in October 1968. Benefits paid in October totalled \$25,526,509.78 compared with \$24,008,143.13 in September and \$20,842,852.52 in October 1968. The balance in the Fund on October 31, 1969 was \$496,569,798.56 compared with \$468,864,251.08 in September and \$371,423,119.19 at the end of October 1968.

Employment review—Nov.

There was a seasonal decline in employment between October and November. The estimate for November was 7,761,000, a decrease of 67,000 from October. Unemployment rose less than seasonally during the month. At 354,000 it was 40,000 higher than in October. The labour force decreased 27,000 to 8,115,000. Compared with a year ago, the labour force was 100,000, or 1.2 per cent higher; employment increased by 84,000, or 1.1 per cent; and unemployment rose by 16,000.

The seasonally adjusted unemployment rate in November 1969 was 5.1 per cent. The seasonal decline in employment was due to large decreases in farming, 57,000, and manufacturing, 33,000. There were smaller declines in construction, 16,000; transportation, communication and other utilities, 15,000; finance, insurance and real estate, 11,000. Employment in trade increased by 43,000, reflecting the usual pre-Christmas sales pick-up that occurs at this time of year.

Compared with a year ago, farm employment declined 32,000. Among non-farm industries, employment in community, business and personal service increased by 88,000. There were smaller increases in transportation, communication and other utilities, 31,000; finance, insurance and real estate, 19,000; manufacturing, 14,000; trade, 10,000. Declines took place in public administration, 25,000; and construction, 11,000.

Regionally, the largest relative year-to-year increase in employment was in British Columbia, 6.0 per cent. This compares with gains of 1.5 per cent in Quebec, and 0.7 per cent in Ontario and the Atlantic region. Employment in the Prairies declined by 1.3 per cent.

Unemployment, at 354,000, was 40,000 higher than in October. Most of this increase was among adults 20 years of age and over. Compared with a year earlier, the total number of unemployed persons was 16,000 higher. Most of this increase was among persons 25 to 34 years of age.

Of the total unemployed in November, 134,000, or 38 per cent, had been unemployed for less than one month, 37 per cent for one to three months, and 25 per cent for four months or more. Unemployment in November represented 4.4 per cent of the labour force compared with 4.2 per cent in November 1968, and 3.8 per cent in November 1967.

Message not received

A New Year message from CNTU President Marcel Pepin had been scheduled for this issue but The Labour Gazette has not received a message from Mr. Pepin because of his recent illness.

February credits

Readers of the following regular monthly features will find it interesting to note that:

Unemployment insurance report, p. 140, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 144, originates with the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the minister of labour, p. 142, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Job redesign for older workers, p. 133, originates with the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Legal decisions, p. 149, originates with the Legislation Branch of the Department of Labour.

Labour legislation, p. 114, was prepared by the Legislation Branch of the Department of Labour.

Employment fatalities, p. 113, are prepared by the Surveys Division of the Department of Labour's Economics and Research Branch. The fatalities covered in this review are those sustained by persons gainfully employed. They occurred during the course of, or arose out of their employment, and they include deaths resulting from industrial diseases.

(Note: Statistics on employment fatalities are compiled from reports received from the provincial Workmen's Compensation Boards and other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that the coverage of such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the department's records because of lack of information in press reports. The number of fatalities that occurred during the period under review is usually greater than the article and tables indicate. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual and quarterly reviews.)

Decisions of the umpire

CUB 2835. After working for almost two years as a painter for a toy factory, a man was laid off because of a strike at the factory. He filed a renewal application for benefit and added "I am not a union member and therefore willing to work but the company cannot operate while most employees are on strike."

The dispute concerned the signing of a first agreement and the main issue was a closed shop. Following certification, negotiations continued between the two parties but they were unable to agree on the terms to be incorporated in the agreement and this created a labour dispute within the meaning of the Unemployment Insurance Act.

The unemployment insurance officer pointed out that as one of a grade or class included in the proposed bargaining unit for which the union was endeavouring to negotiate a first agreement, the painter had a direct interest in the labour dispute, as his working conditions would certainly be affected by any settlement reached in the dispute. He was subject, therefore, to disqualification under the provisions of Section 63 of the Act. All grades or classes of workers who went on strike or refused to cross the picket line were considered to be participating in the dispute.

The insurance officer notified the painter that he was disqualified from receiving benefit from April 14, 1968, for the following reason: "You lost your employment by reason of a stoppage of work due to a labour dispute at the factory, workshop or other premises at which you were employed."

In his appeal to the board of referees dated May 29, the painter said that he was not a member of the union, he was not personally taking part in the dispute, he was not financing it, he was not directly interested in the dispute or its outcome, and no member of his grade or class was taking part in, financing, or directly interested in the dispute or its outcome. He added that he was the only person in charge of the finishing department at the toy factory.

When the board of referees heard the case the claimant attended and was represented by the personnel manager of the Company. The board found that there was a labour dispute at the premises where the claimant was employed with a subsequent stoppage of work and the claimant lost his employment because of it. The board also found that the claimant's loss of employment was basically due to the labour dispute. And it made no difference, in the board's view, whether or not he was a member of the union, or whether he had participated in the dispute; he stood to gain or be affected by the outcome of the strike. The board added that the claimant had not met the conditions of section 63 of the Act that would make him eligible for unemployment benefits, and by unanimous decision, dismissed the appeal.

The Christian Labour Association of Canada then appealed to the Umpire. The claimant countersigned the appeal and stated, among other things, that as the union was depriving him of "the right to refrain from becoming a member," he felt that he was therefore qualified to receive benefit in accordance with the provisions of Section 61 of the Act. At the appeal the insurance officer pointed out that although the claimant had been forced to stop work by the action of the employer, it in no way affected the application of the provision. A claimant who lost his employment because of a labour dispute was subject to disqualification under Section 63 of the Act whether he lost his employment of his own volition or not (CUB-2258).

The umpire conceded that the claimant was not a member of the Toy and Doll Workers International Union, that he did not go on strike, and that he was willing to continue to work and was not participating in the labour dispute or financing it. "However, I am not able to find that he was not directly interested in the labour dispute," he said. At the heart of the strike was the union's demand for a "closed shop" restricted to members of the union, and this would have affected not only the conditions of the claimant's employment but his very employment itself. In effect, if the "closed shop" were made a term of the wage agreement, it would result in termination of his employment because he would refuse to become a member of the union. "Some employees supported the demand for a "closed shop" and went on strike in support of it. The claimant and some other employees were opposed to the demand and refused to go on strike. It seems to me that all of them, whether supporting the demand, or opposing it, were directly interested in the dispute," the umpire said. "I recognize the claimant's right to have and to follow his conscientious convictions and I accept his statement that he has such convictions and that because of them he would refuse to become a member of the union, but I am unable to find that such convictions and his consequential opposition to joining the union bring him within the exception in Section 63 for he is nevertheless a person who is directly interested in the labour dispute."

The claimant had appealed also on the ground that as a conscientious objector he was being deprived of "the right to refrain from becoming a member" of the union, in accordance with Section 61. "In my view, Section 61 does not afford him relief from disqualification," the umpire said, "for this section applied to a different situation, namely, one in which the plaintiff leaves his employment or refuses to accept employment. Here, in respect of the period in question, the claimant did not leave or refuse to accept employment." The appeal was therefore dismissed.

Canadian union growth

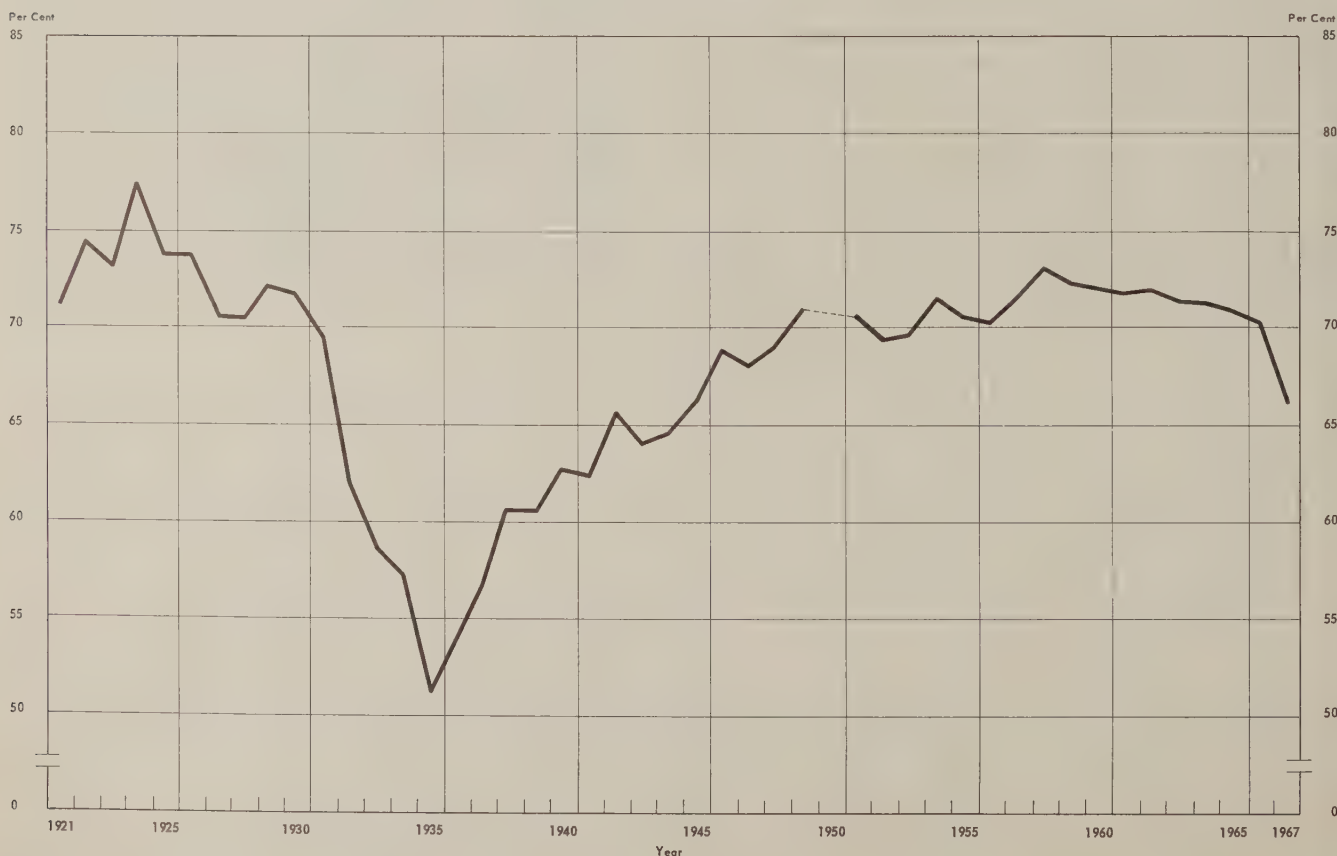
The close ties that exist between the trade unions in Canada and the United States are shown in figures contained in a study of union growth in this country from 1921-67. Although the current percentage of Canadian membership in international unions is at its lowest since 1945, it is still a significant proportion—66.3 per cent.

By contrast, Canadian unions have grown more, proportionately, than international unions during the period under study. These findings and others are contained

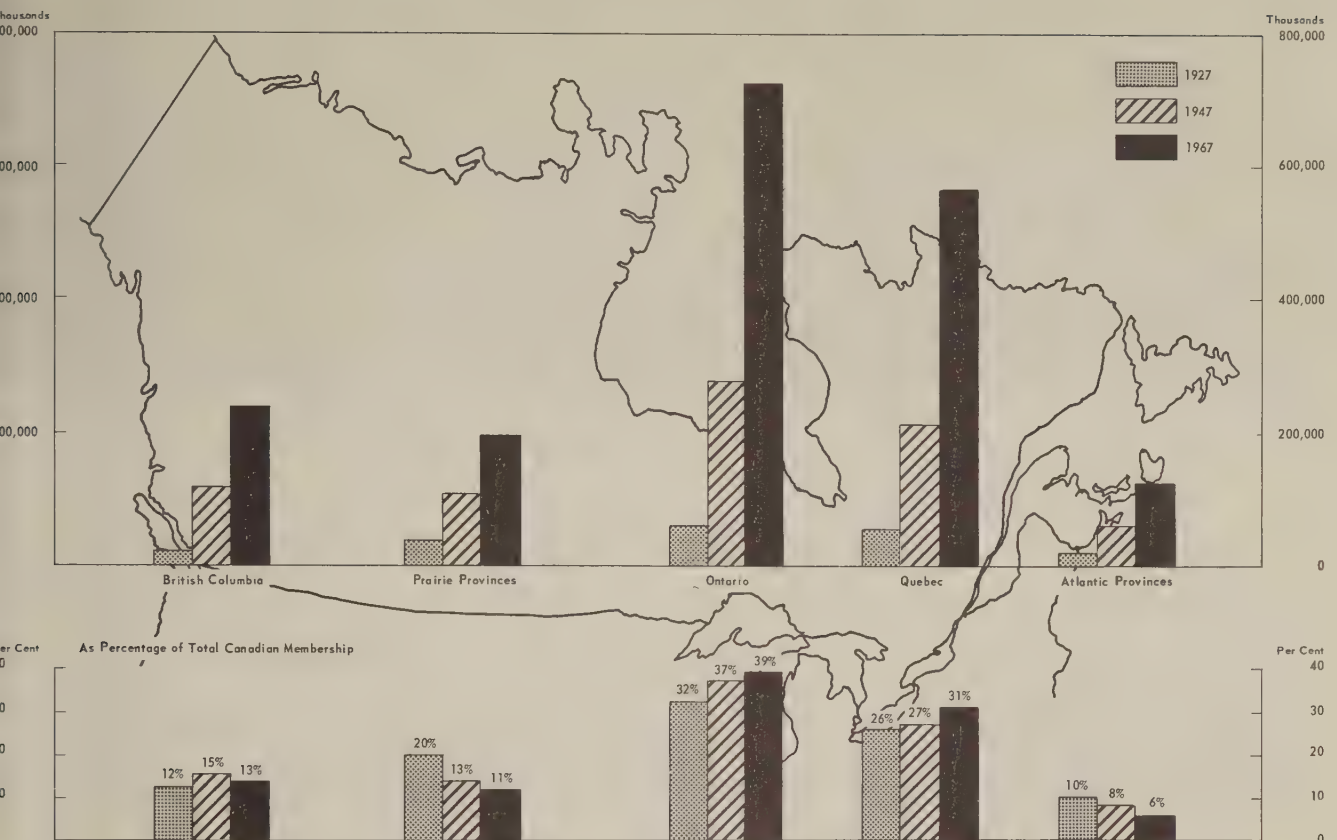
in *Union Growth in Canada 1921-67*, by two economists of the Canada Department of Labour, J. K. Eaton and K. Ashagrie. The authors point out also that, during this same period, total Canadian membership has grown more, proportionately, than that of the United States.

Of 109 international unions in this country, 72 had less than 10 per cent of their membership in Canada, and 102 had less than 20 per cent. Only two internationals have more members in Canada than in the United States.

PERCENTAGE OF CANADIAN UNION MEMBERSHIP IN INTERNATIONAL UNIONS
1921-1967



UNION MEMBERSHIP BY REGION 1927, 1947, 1967



In general, the proportion of the Canadian population in unions in 1966 was slightly less than that in the United States, and considerably less than in West Germany, Australia, Sweden and Britain. Yet, Canadian unionism has grown between the years under study from 6.6 per cent of the population in unions in 1921 to 8.7 per cent in 1967.

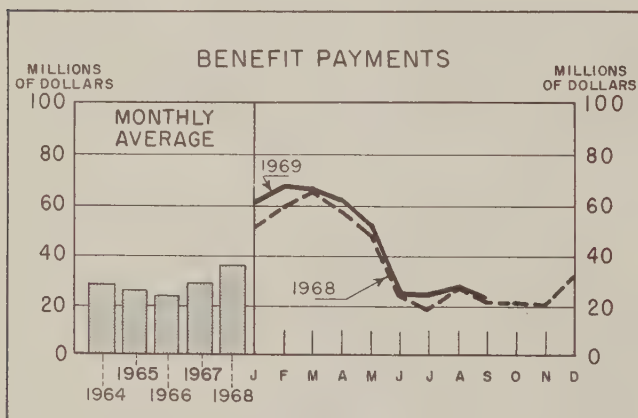
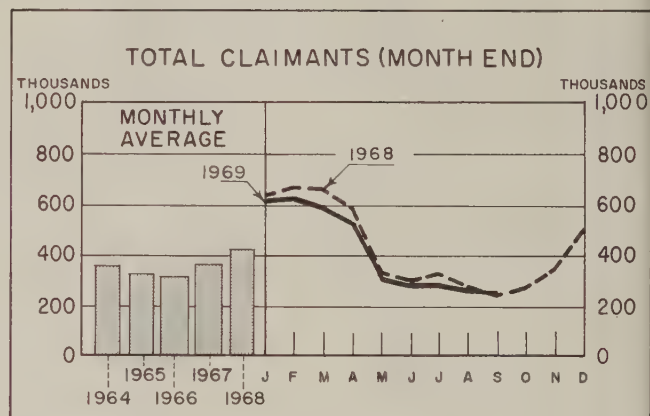
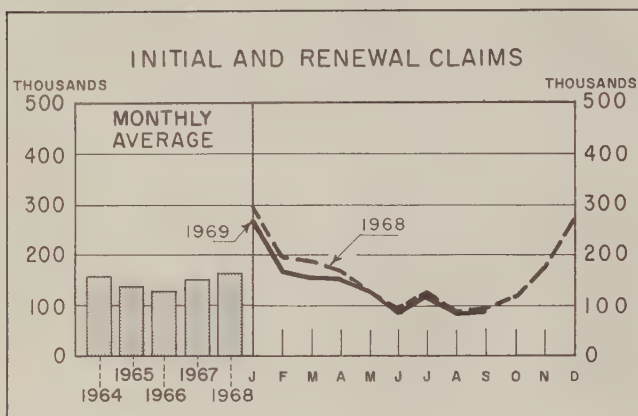
All the provinces have shared in this increase, but British Columbia is the only province that has consistently had a higher percentage than the national average in terms of percentage of workers. As might be expected, British Columbia, Quebec and Ontario have led in regional growth, the latter two expanding rapidly because of the heavy concentration of manufacturing industry. The Prairie Provinces have the lowest degree of organization.

On an industrial basis, the authors show figures that reflect dramatic happenings and the effects of change in trade unionism. The proud position of the railway unions is gradually being eroded, and the metal industries and public service unions are becoming the significant sectors.

Many of the statistics presented here confirm what has been known by industrial relations insiders for some time; but the study's prime importance lies in the care that was taken in assembling this valuable information into one document and in presenting solid facts that are rare in this field.

The study makes no attempt to present a theory of union growth, merely pointing out the complexity of such an undertaking in view of the peculiarities of the Canadian scene: the split jurisdiction; the location of some union headquarters in a foreign country; and the existence of two major union organizations—the Canadian Labour Congress and the Confederation of National Trade Unions. Because of such complexities, no simple theory can explain Canadian union growth, they say. The authors intend to tackle the theoretical aspects in a later work. For the moment, the facts tell the tale.

Unemployment insurance report for September



Claimants for unemployment insurance benefit numbered 260,000 on September 30, 1969. This represented a decrease of 8,000 from the August total of 268,000, but an increase of almost 13,000 over the 247,000 recorded on September 30, 1968. Males accounted for all of the August-to-September decline and 70 per cent of year-over-year increase.

Slightly more than 35 per cent of the current claimants had been on continuous claim for more than 13 weeks. The proportion of females in this category, (42 per cent), was higher than males (31 per cent). However, of the 103,000 persons who came on claim during September (i.e., were in the 1-4 weeks on claim category) 67,000 or 65 per cent were males.

A total of 90,000 initial and renewal claims were filed in local offices across Canada during September. This represented a four per cent increase over the 87,000 filed during August, but was slightly lower than the September 1968 total of 91,000.

The average weekly estimate of beneficiaries was 166,000 for September in comparison with 219,000 in August and 199,000 in September 1968. Benefit payments amounted to \$24.0 million in September, 13 per cent lower than the \$27.7 million paid in August, but 16 per cent higher than the September 1968 total of \$20.8 million. The average weekly payment during September was \$32.22 versus \$31.73 in August and \$26.09 in September 1968.

The September 30 claimant count was slightly lower than on August 29 in all provinces except Quebec, Saskatchewan and British Columbia where small increases occurred. Although the decrease occurred among males, a decline in the number of females in Ontario was offset by an increase in Quebec; elsewhere the changes were minor.

In comparison with September 1968, both males and females contributed to the increase. The provinces of Quebec, Ontario and Saskatchewan accounted for the bulk of the increase, however, substantial declines occurred in Alberta and British Columbia.

The September claim volume exceeded that for August in all provinces except Ontario where a substantial decline occurred. In comparison with one year ago, while there was little change at the national level, significant increases were shown in Quebec and Ontario. The largest declines were reported in Nova Scotia and British Columbia.

Summary Table

Activity	Sept. 1969	Aug. 1969	Sept. 1968	Cumulative Data	
				Jan. to Sept. 1969	12 months ending Sept. 1969
(in thousands)					
Insured population at end of month	—	5,458	5,356	—	—
Initial and renewal claims filed:					
Total.....	90	87	91	1,265	1,829
Initial.....	64	64	62	965	1,383
Renewal.....	26	23	29	300	446
Claimants currently reporting to local offices.....	260	268	247	417*	405*
Beneficiaries (weekly average).....	166	219	199	348*	309*
Weeks compensated.....	745	875	796	13,143	15,725
Benefit paid.....	24,008	27,745	20,761	412,850	485,116
Average weekly benefit.....	\$32.22	\$31.73	\$26.09	\$31.41	\$30.85

Monthly average.

Conciliation before the minister of labour

During November the Minister of Labour appointed conciliation officers to deal with the following disputes:

AirWest Airlines Ltd., Vancouver International Airport, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: R. Nat Gray).

Spruceleigh Farms, Division of Canada Packers Limited, Brantford, Ont., and the American Federation of Grain Millers, Local 313 (Conciliation Officer: H. A. Fisher).

Canadian National Railways (Canadian National Newfoundland Steamship Service) and the Canadian Merchant Service Guild (Conciliation Officer: C. A. Ogden).

Clarke Steamship Company Limited; Albert G. Baker Limited; Eastern Canada Stevedoring Ltd.; Terminus Maritime Inc.; Captain H. Turbis Enrg., and the International Longshoremen's Association, Local 1958 (Conciliation Officer: G. R. Doucet).

Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and the United Steelworkers of America (Conciliation Officer: K. Hulse).

Settlements by conciliation officers

Spruceleigh Farms, Division of Canada Packers Limited, Brantford, Ont., and the American Federation of Grain Millers, Local 313 (Conciliation Officer: H. A. Fisher) (See above).

Camirand Cartage Limited, Ville St-Pierre, Que., and Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: S. T. Payne) (L. G., Jan., p. 58).

CP Air, Vancouver International Airport, and Canadian Air Line Flight Attendants Association (Conciliators: D. H. Cameron and R. Nat Gray) (L. G., Nov. 1969, p. 680).

Atomic Energy of Canada Limited, Chalk River, Ont., and The Chalk River Atomic Energy Draftsmen, Local 1569, CLC (Conciliation Officer: K. Hulse) (L. G., Nov. 1969, p. 680).

Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and the Brotherhood of Railroad Trainmen (United Transportation Union) (Conciliation Officer: G. R. Doucet) (L. G., July 1969, p. 401).

Conciliation boards appointed

CP Air (Commissary Attendants) Vancouver International Airport, and General Truck Drivers and Helpers, Local Union No. 31 (L. G., Dec. 1969, p. 754).

Atomic Energy of Canada Limited, Chalk River, Ont., and Office and Professional Employees International Union, Local 494 (L. G., Dec. 1969, p. 754).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in September to deal with a dispute between Canadian National Hotels Limited (Bessborough Hotel) Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Dec. 1969, p. 754) was fully constituted in November with the appointment of His Honour Judge Joseph J. Flynn, Provincial Magistrate's Court, Moose Jaw, Sask., as chairman. Judge Flynn was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Robert H. McKercher, Q.C., and union nominee R. E. Sedgwick, both of Saskatoon.

The Board of Conciliation and Investigation established in October to deal with a dispute between Canadian National Steamship Company Limited, Vancouver, B.C., and Seafarers' International Union of Canada (L. G., Jan., p. 59) was fully constituted in November with the appointment of George W. Rogers of Vancouver, as chairman. Mr. Rogers was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Cecil Cosulich, and union nominee John Brown, both of Vancouver.

The Board of Conciliation and Investigation established in October to deal with a dispute between Richardson Transport Ltd., Calgary, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local Union 362 (L. G., Jan., p. 59) was fully constituted in November with the appointment of M. H. Patterson, Q.C., of Calgary, as chairman. Mr. Patterson was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Larry A. Creighton and union nominee T. Sweeting, both of Calgary.

The Board of Conciliation and Investigation established in October to deal with a dispute between B.C. Towboat Owners' Association (representing certain member companies) and the Canadian Merchant Service Guild (L. G., Jan. p. 59) was fully constituted in November with the appointment of Roy A. Gallagher, Q.C., of Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister in absence of a joint recommendation from the other two members of the Board, company nominee D. R. Blair and union nominee Jack A. Moore, both of Vancouver.

Settlements by conciliation boards

National Harbours Board, Port of Montreal (general forces, grain elevator and cold storage employees) and the National Syndicate of Employees of the Port of Montreal (CNTU) (L. G., Nov. 1969, p. 681).

Atomic Energy of Canada Limited, Pinawa, Man., and Local 608, International Association of Machinists and Aerospace Workers, and Unit 2, Local 308, Service Employees' International Union (L. G., Dec. 1969, p. 755).

Conciliation boards not appointed

Empire Shipping Company Limited, Vancouver, B.C., and the Vancouver Harbour Employees Association, Local 517—I.L.W.U. (L. G., Jan., p. 59).

Monarch Transport Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local Union 362 (L. G., Dec. 1969, p. 754).

Agence Maritime Inc., Quebec, and Canadian Marine Officers Union (L. G., Dec. 1969, p. 754).

Strike action

Monarch Transport Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local Union 362 (Strike commenced November 25) (See above).

Strike terminated

British Columbia Maritime Employers Association, Vancouver, B.C., and International Longshoremen's and Warehousemen's Union—Canadian Area (Strike terminated November 8; the longshoremen voted to return to work under a 90-day extension of the existing collective agreement) (L. G., Dec. 1969, p. 755).

Certification before the CLRB

The Canada Labour Relations Board met for three days during November. It granted nine applications for certification, rejected one such application, and ordered one representation vote. It granted three and rejected one application for revocation of certification. During the month, the Board received eight applications for certification, one request for review of an earlier decision, and four applications for revocation of certification. The withdrawal of one application for certification was allowed.

Applications for certification granted

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at the Port of Quebec by Albert G. Baker Limited, Quebec, Que. (L. G., Nov. 1969, p. 683).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at the Port of Quebec by Clarke Steamship Company Limited, Montreal, Que. (L. G., Nov. 1969, p. 683).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at the Port of Quebec by Eastern Canada Stevedoring Division of Warnock Hersey International Limited, Quebec, Que. (L. G., Nov. 1969, p. 683).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at the Port of Quebec by Terminus Maritime Inc., Quebec, Que. (L. G., Nov. 1969, p. 683).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at the Port of Quebec by Capitaine H. Turbis Enrg., Quebec, Que. (L. G., Nov. 1969, p. 683).

Canadian Maritime Union on behalf of a unit of unlicensed employees employed by Port Colborne Marine Enterprises Limited, Port Colborne, Ont. (L. G., Dec. 1969, p. 757).

United Brotherhood of Carpenters and Joiners of America, Local Union No. 2499, on behalf of a unit of personnel employed in the Yukon Territory by Byrnes & Hall Construction Company, Limited, Edmonton, Alta. (L. G., Dec. 1969, p. 757).

Public Service Alliance of Canada on behalf of a unit of employees of The National Battlefields Commission, Quebec, Que. (L. G., Jan., p. 57).

Ottawa Newspaper Guild, Local 205. American Newspaper Guild, on behalf of a unit of production assistants employed by Bushnell Communications Ltd. CJOH-TV, Ottawa, Ont. (L. G., Jan., p. 57).

Application for certification rejected

International Union of Operating Engineers, Local 115, applicant, and Strachan Trucking Limited, Dawson City, Y.T., respondent. (L. G., Oct. 1969, p. 613). The application was rejected for the reason that it was made prior to the expiry of ten months of the term of a collective agreement between the applicant and the respondent.

Representation vote ordered

Amalgamated Meat Cutters and Butcher Workmen of North America, applicant, Swift Canadian Co. Limited, Toronto, Ont., respondent (feed mill, Weston, Ont.), and Bartley Bida, et al., interveners (Returning Officer: K. Hulse) (L. G., Dec. 1969, p. 757).

Applications for revocation

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Albert G. Baker Limited, Quebec, Que., respondent. The application was for revocation of the Board's Order of May 18, 1951, certifying the applicant union as bargaining agent for a unit of freight handlers employed by the respondent company at the Port of Quebec (L. G. 1951, p. 967).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Clarke Steamship Company Limited, Montreal, Que., respondent. The application was for revocation of the Board's Order of May 18, 1951, certifying the applicant union as bargaining agent for a unit of freight handlers employed by the respondent company at the Port of Quebec (L. G. 1951, p. 967).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Terminus Maritime Inc., Quebec, Que., respondent. The application was for revocation of the Board's Order of September 17, 1959, certifying the applicant union as bargaining agent for a unit of freight handlers employed by the respondent company at the Port of Quebec (L. G. 1959, p. 1176).

Application for revocation rejected

Robert Dimmer, et al., applicants, Richardson Transport Ltd., Calgary, Alta., respondent company, and Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union (L. G., Oct. 1969, p. 610). Reasons for judgment published as Supplement No. 7, 1969).

Applications for certification received

Public Service Alliance of Canada on behalf of a unit of personnel employed at Courcellette, Que., by Defence Construction (1951) Limited, Ottawa, Ont. (Investigating Officer: M. C. Chalin).

Public Service Alliance of Canada on behalf of a unit of employees of The St. Lawrence Seaway Authority, Ottawa, Ont., employed in its Engineering Branch at Montreal, Que. (Investigating Officer: R. E. Bouchard).

Cartage and Miscellaneous Employees Union, Local 331, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of J. B. Baillargeon Express Limited, Montreal, Que. (Investigating Officer: S. T. Payne).

Public Service Alliance of Canada on behalf of a unit of personnel employed at Nanaimo, B.C., by Defence Construction (1951) Limited, Ottawa, Ont. (Investigating Officer: M. C. Chalin).

Ottawa Newspaper Guild, Local 205, American Newspaper Guild, on behalf of a unit of news department personnel employed by Bushnell Communications Ltd. CJOH-TV, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

United Radio and Television Workers Union, Local 291 (CLC), on behalf of a unit of salesmen employed by C.K.A.C. Limitée, Montreal, Que. (Investigating Officer: S. T. Payne).

General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Imperial Roadways Limited, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Maritime Towing Company Limited, Vancouver, B.C. (Investigating Officer: A. A. Franklin).

Request for review

The Board received a request for review under Section 61 (2) of the Act from Le Syndicat National des Debardeurs de la Baie des Ha! Ha! Inc., seeking amendment of the certificate issued by the Board on June 23, 1955, that certified the applicant union as bargaining agent for a unit of longshoremen employed by Saguenay Terminals Limited, at Port Alfred, Que. (L. G. 1955, p. 946).

Application for revocation received

Lakehead Freightways Limited, Port Arthur, Ont., applicant company, and General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union. The application seeks revocation of the Board's Order of April 23, 1968, certifying the respondent union as the bargaining agent for a unit of drivers employed by Lakehead Freightways Limited at Sault Ste. Marie, Ont. (L. G. 1968, p. 410) (See also applications for revocation, above).

Application for certification withdrawn

Ottawa Newspaper Guild, Local 205, American Newspaper Guild, applicant, and Bushnell Communications Ltd. CJOH-TV, Ottawa, Ont., respondent. (L. G., Jan., p. 57).

Price Indexes

Consumer, November 1969

The consumer price index (1961 = 100) increased 0.5 per cent to 127.4 in November from 126.8 in October, and was 4.5 per cent higher than in November 1968. Six of the seven main components registered increases in the latest month.

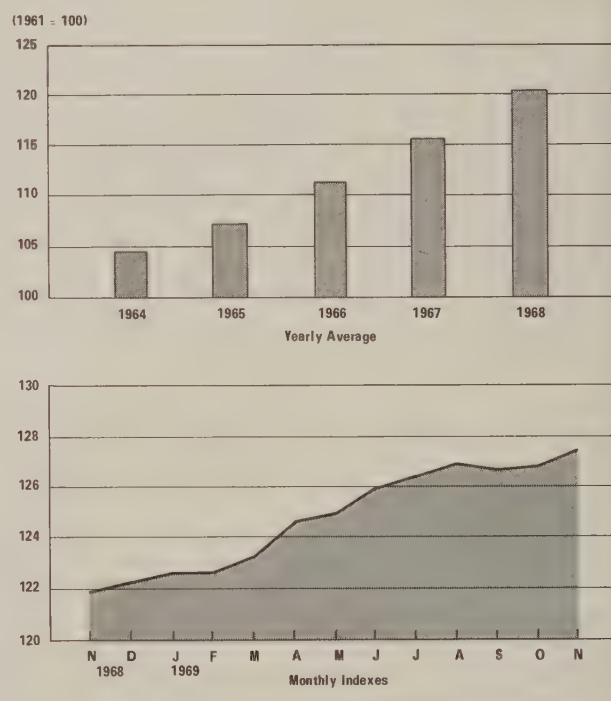
The food index advanced 0.8 per cent to 128.8 from 127.8, and was 4.4 per cent higher than the November 1968 level of 123.4. Vegetable prices declined nearly 16 per cent in the previous two months, but increased by 11 per cent in November. There were increases of 20 per cent or more recorded for lettuce, tomatoes and celery.

Noticeable increases also occurred for staple foods: bread, 2.6 per cent; eggs, 3.5 per cent (23 per cent higher than their July low); and sugar, 1.9 per cent. Partially offsetting these increases, a number of food groups were lower in price: on average, poultry prices declined 9.1 per cent; pork, 1.3 per cent; and fruits, 3.4 per cent.

Among fresh fruits, grapefruit prices fell 35 per cent after seven successive months of increasing quotations; bananas decreased 12 per cent, and apples, 6 per cent. Beef prices were unchanged from October.

The housing index increased 0.4 per cent to 126.9 from 126.4 and was 5.0 per cent higher than a year earlier. Home-ownership costs rose 0.5 per cent because of increased property taxes, and higher prices for new houses and repairs. Rents increased 0.3 per cent. Among household operation items, prices for furniture and utensils increased by about 1 per cent.

Consumer Price Index



The clothing index rose by 0.2 per cent to 126.3 from 126.1, and was 2.4 per cent above its level of a year ago. Men's wear and children's wear, footwear and piece goods each registered price increases ranging between 0.2 and 0.5 per cent over the preceding month. Women's wear declined in price by 0.3 per cent.

The transportation index moved up 0.7 per cent to 121.8 from 120.9, and was 5.3 per cent higher than a year earlier. The November increase was mainly due to the introduction of 1970 automobile prices. Partially offsetting this increase, train fares declined substantially mainly because of off-season fare schedules.

The health and personal care index increased by 0.2 per cent to 136.4 from 136.1, and was 5.4 per cent above its level of a year ago. Higher prices were recorded in several cities for women's hairdressing and personal care supplies.

The recreation and reading index moved up 0.2 per cent to 136.4 from 136.1, and was 4.2 per cent above its level of November 1968.

The tobacco and alcohol index declined 0.1 per cent to 126.3 from 126.4, and was 4.1 per cent higher than a year ago.

Wholesale, October 1969

The general wholesale index declined to 283.3 in October from the September index of 283.4, and was 4.4 per cent higher than the October 1968 index of 271.3. Three of the eight major group indexes were lower, four advanced, and one—non-metallic minerals products—was unchanged at 210.2.

The animal products group index declined 1.0 per cent to 324.4 from 327.8 on price decreases for fresh meats, livestock and fishery products. A decrease of 0.7 per cent to 384.8 from 387.5 in the wood products group index reflected lower prices for cedar, spruce, fir and hemlock. The textile products group index moved down slightly to 256.7 from 256.8.

The chemical products group index rose 0.9 per cent to 223.3 from 221.3 on higher prices for soaps and detergents, and paint materials. An advance of 0.8 per cent to 288.2 from 285.8 in the iron products group index was due to price increases for castings and forgings, and rolling mill products. Price increases for grains, tea,

coffee and cocoa, and sugar and its products, resulted in a rise of 0.6 per cent in the vegetable products group index to 237.1 from 235.6. The non-ferrous metals products group index advanced 0.4 per cent to 273.7 from 272.6 on higher prices for silver, aluminum and copper sheet.

City Consumer, November 1969

The consumer price index advanced in all regional cities and city combinations between October and November, with increases ranging from 0.1 per cent in St. John's, Nfld., to 1.0 per cent in Winnipeg.

Food indexes rose substantially in most cities after two months of declining prices. Transportation indexes registered increases of between 0.3 per cent in Vancouver and 2.6 per cent in Halifax. Although rail fares were seasonally lower, new 1970 automobile prices were substantially higher than the yearend prices of 1969 models. Housing indexes recorded increases in all cities surveyed due to higher shelter and household operation costs. Other main component indexes registered minor advances and declines across the country.

Regional consumer price index point changes between October and November were: Winnipeg +1.0 to 125.4; Vancouver +.8 to 120.1; Halifax +.7 to 122.0; Montreal +.7 to 122.8; Saskatoon-Regina +.7 to 121.3; Ottawa +.6 to 125.4; Toronto +.6 to 126.1; Edmonton-Calgary +.6 to 123.2; Saint John +.3 to 121.5; St. John's +.1 to 120.0

U.S. consumer, October, 1969

The United States consumer price index (1957-59 = 100) rose 0.4 per cent in October to 129.8. It was 5.6 per cent higher than a year ago.

The advance over September was due to higher prices on new and used cars, apparel, and most kinds of consumer services. It was partly offset by a seasonal decline in food prices.

Among the major price increases were 0.8 per cent in home purchases, 1 per cent in restaurant meals, 1.3 per cent in women's apparel, 3.6 per cent in used cars, and 4.7 per cent in new cars. The cost of food at home declined 0.6 per cent; health insurance costs were lower.



British retail, September 1969

The British general index of retail prices (January 16, 1962=100) was 132.2 at September 16, compared with 131.8 at August 19 and 125.8 at September 17, 1968. The increase was due to a rise in the average price of

milk, partly offset by a reduction, largely seasonal, in the average level of prices of apples. The description "general" index of retail prices is used to differentiate the two new indices for pensioner households.

The index for foods, the prices of which are affected by seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 129.0 compared with 131.7 in August. The index for the food group as a whole rose by more than one half of 1.0 per cent to 131.3, compared with 130.5 in August.

In durable household goods, the group index rose to 119.0, compared with 118.6 in August, mainly as a result of increased prices for articles of soft furnishings.

There were increases in the average level of prices of many articles of clothing and footwear. The index for this group as a whole rose by one half of 1.0 per cent to 118.8, compared with 118.2 in August. The principal changes in the transport and vehicles group index were increases in road and rail passenger fares, and a reduction in the average level of prices of second-hand cars. The index for this group as a whole rose to 124.3, compared with 123.8 in August.

Increases in the average levels of charges for a number of services, moved the index for the group as a whole up to 143.3, compared with 142.8 in August.

In the remaining six groups—alcoholic drink, tobacco, housing, fuel and light, miscellaneous goods, and meals bought and consumed outside the house—there was little change in the general level of prices.

Legal Decisions

The Supreme Court of Canada on May 13, 1969, upheld the decision of the Quebec Superior Court that it had the power to review proceedings and decisions of the Canada Labour Relations Board.

Finding that Three Rivers Boatman Ltd. was within federal jurisdiction because its primary business was that of pilotage, the Canada Labour Relations Board certified a union as the appropriate bargaining agent for a group of the company's employees. The company, having argued before the CLRB that it was an intraprovincial undertaking, applied to Quebec Superior Court for a writ to suspend proceedings issuing from the certification decision until a final judgment of the CLRB's authority under the IRDI Act could be made.

Considering the facts set out in the company's application for a writ, the Superior Court found that the CLRB had, *prima facie*, exceeded its jurisdiction. Because the Superior Court also held that it had the power to review decisions of the CLRB that had effects in the Province of Quebec, the court granted the writ sought by the company.

Both the union involved and the CLRB appealed to the Quebec Court of Queen's Bench. Adopting the union's argument that the CLRB had jurisdiction over the relations between the company and its employees, the CLRB also argued that, by virtue of Sec. 846 of the new Quebec Code of Civil Procedure, the Superior

Court had authority only over "courts subject to its superintending power." Sec. 33 of the Code provides that the Superior Court has superintending power over "courts within the jurisdiction of the Legislature of Quebec and bodies politic and corporate within the Province." In the light of Sec. 33, and because the Canada Labour Relations Board was created by the Parliament of Canada, the Court of Queen's Bench concluded that the Superior Court could not review the proceedings and decisions of the CLRB. The company, its application for a writ having been rejected at this stage, appealed to the Supreme Court of Canada.

Mr. Justice Fauteux, speaking for the Supreme Court, did not agree with the conclusion reached by the Court of Queen's Bench. He said that, when the Quebec Superior Court was created by statute in 1849, it acquired, among other things, the power of review over judicial and quasi-judicial bodies that had, until then, been exercised by the Quebec Court of King's Bench. This right has been preserved through all the revisions of the Code of Civil Procedure since 1849, including the provision in Sec. 846 of the new Code. Over the years since 1849, the Superior Court has exercised this power of review over quasi-judicial bodies that were within the jurisdiction of the Parliament of Canada, the most recent being the case of *Stanley and others v. The Canada Labour Relations Board et al.* (1967) C.S. 104, in which reference was made to the *Vantel Broadcasting* case (L. G. 1963, p. 57).

An amendment to the provision of the Code of Civil Procedure that now stands as Sec. 33 was made by the Quebec legislature in 1957 in order to provide expressly for the Superior Court's power of review over "courts

within the jurisdiction of the Legislature of Quebec.” According to Mr. Justice Fauteux, a legislature is presumed to make laws within the limits of its jurisdiction. He therefore said that, in the 1957 amendment, the Quebec legislature had neither the jurisdiction nor the intent of modifying the power of review possessed by the Superior Court since before Confederation. Moreover, the Parliament of Canada has not, by way of a general declaration, attributed this power of review to another court. **It would follow that the Superior Court still possesses the power it inherited by law in 1849, so that any person who maintains that his rights have been abused by an excess of jurisdiction on the part of a federal body can have recourse to the Superior Court’s power.**

Mr. Justice Fauteux made reference to Sec. 31 of the Code of Civil Procedure. It states that the Superior Court is the court of first instance in every case that has not been assigned exclusively to another court by a specific provision of law. To him, this was the same principle, based on the common law, that was expressed in the Privy Council decision in **Board v. Board** (1919) A.C. 956: “If the right exists, the presumption is that there is a Court which can enforce it.” In the same case it was said that “nothing shall be intended to be out of the jurisdiction of a superior court but that which especially appears to be so.”

Mr. Justice Fauteux concluded that the Superior Court has the power to review the carrying out of a quasi-judicial decision by the Canada Labour Relations Board that affects the rights of persons under the jurisdiction of the Province of Quebec. The Supreme Court of Canada upheld the decision of the Quebec Superior Court to allow a writ suspending proceedings resulting from the CLR’s decision. **Three Rivers Boatman Ltd. v. Conseil canadien des relations ouvrières, Roger L. Fournier, J. Lorne MacDougall et Syndicat international des marins canadiens**, Supreme Court of Canada, May 13, 1969.

The Supreme Court of Canada decided on June 26, 1969 that the IRDI Act does not apply to a shipping company operating strictly within one province.

Two issues were before the Supreme Court. Mr. Justice Fauteux, speaking for the Court, said that the first point—whether there is recourse to Quebec Superior Court in order to appeal procedures and decisions of the Canada Labour Relations Board—had already been decided affirmatively by the Supreme Court in the **Three Rivers Boatman** case.

The remaining point was whether the Canada Labour Relations Board had exceeded its jurisdiction under Sec. 53 of the IRDI Act when it ordered a vote to be held among employees of Agence Maritime Inc. for purposes of certification. The company questioned the CLR’s jurisdiction and had applied for relief to the Quebec Superior Court. **In this application it was claimed that the company had been incorporated under Quebec law and had its principal place of business in Quebec City. The three coastal vessels in its possession operated out of Quebec City and carried general cargo only within the limits and waters of Quebec, mostly between Montreal, Quebec City, and north and south shore ports on the St. Lawrence River. The company had seven regional offices and port facilities, all in Quebec ports. On only three occasions had its vessels gone beyond the limits of Quebec: in 1964, two trips were made to Toronto; in 1965, one trip was made to Pugwash, N.S.; in 1966 no trips seemed to have been made outside Quebec.**

Quebec Superior Court, relying on opinions expressed by members of the Supreme Court of Canada in the **Eastern Canada Stevedoring** case (L. G. 1955, p. 952) found that the claims in the application were sufficient to classify the company as an intraprovincial undertaking in connection with navigation, and decided that until evidence to the contrary was given, there was sufficient reason in law to accept the company’s application and allow the parties to debate the facts as well as the law involved in the case. The Superior Court accordingly, issued a writ suspending the vote proceedings ordered by the CLR until a final judgment of the company’s application could be made.

On the appeal of this decision, a majority of the Quebec Court of Queen's Bench were of the opinion that the CLRB was not subject to review by the Superior Court and, on this point alone, reversed the Superior Court decision to issue a writ. The company appealed to the Supreme Court of Canada.

Mr. Justice Fauteux held that, the case still being in its preliminary stage, only the facts set out in the company's application to the Superior Court, not the facts deemed proved by the CLRB, need be taken into account. Accordingly, he found that the company's shipping operations had been limited to the province of Quebec.

In the face of argument to the contrary, Mr. Justice Fauteux said that the three trips beyond the limits of Quebec were not sufficient to change the permanent nature of the company's undertaking. The facts in the **Tank Truck** case (L. G. 1961, p. 159), affirmed on appeal (L. G. 1963, p. 611), and in the **Liquid Cargo** case (L. G. 1965, p. 435) were found to differ from those in the case at bar. Tank Truck Transport Ltd. held permits for extraprovincial transport, and trips outside the province of Ontario, although not made according to a timetable, were reasonably regular. Liquid Cargo Lines Ltd. provided extraprovincial transport consistently and without interruption whenever customers requested such service.

Another argument that opposed Mr. Justice Fauteux's finding that the company operated intraprovincially was that, in travelling the St. Lawrence River, company ships would, of necessity, pass through "inland waters of Canada" as defined in Sec. 2(41) of the Canada Shipping Act. In answer, Mr. Justice Fauteux said that going outside the waters of a province in order to go from one point to another in the same province could hardly be the same as going beyond the limits of that province, as was meant by Sec. 92(10) of the BNA Act and Sec. 53(c) of the IRDI Act. He therefore maintained that, given existing evidence, the company's operations were intraprovincial.

Nevertheless, it was further argued by the CLRB and the union involved that, even if this were so, the company's operations fell under the authority of the Parliament of Canada by virtue of Sec. 91(10) of the BNA Act ("Navigation and Shipping") and under the jurisdiction of the Board, because the IRDI Act states:

"53. Part I (of the Act) applies in respect of employees who are employed upon or in connection with the operation of any work, undertaking or business that is within the legislative authority of the Parliament of Canada including, but not so as to restrict the generality of the foregoing, (a) works, undertakings or businesses operated or carried on for or in connection with navigation and shipping, whether inland or maritime, including the operation of ships and transportation by ship anywhere in Canada."

This interpretation, Mr. Justice Fauteux said, could not be accepted without concluding as well that when Sec. 91(29) and Sec. 92(10) (a) of the BNA Act were enacted, the legislator "spoke in order to say nothing." To Mr. Justice Fauteux, it seemed clear that the provision in the IRDI Act that included "lines of steam and other ships connecting a province with any other or others of the provinces or extending beyond the limits of a province" as undertakings within the authority of Parliament (Sec. 53(c)) necessarily implied that other shipping operations were not included. **However liberally Sec. 91(10) of the BNA Act might be interpreted, Sec. 91(29) and Sec. 92(10) (a) and (b) collectively have the effect of excluding shipping operations carried on strictly within one province from the authority of the Parliament of Canada. Consequently, it was found that the IRDI Act did not govern the company's operations in this particular case.**

Mr. Justice Fauteux concluded that the Quebec Superior Court was justified when it issued the writ requested by the company in order to suspend the proceedings ordered by the Canada Labour Relations Board. **Agence Maritime Inc. v. Canada Labour Relations Board, R. L. Fournier and J. L. MacDougall, and Seafarers' International Union of Canada**, Supreme Court of Canada, June 25, 1969.

Railway arbitration

Nine disputes, Cases 174 to 182, were dealt with by the Canadian Railway Office of Arbitration in Montreal on October 14, 1969. The arbitrator dismissed grievances in seven cases, allowed one, and allowed part of another grievance. Case No. 173 was dealt with by the Office on September 9, 1969.

Case No. 173. An ex parte dispute between the Canadian Pacific Railway Company and the United Transportation Union over the non-reduction of the averaging period.

A waiter was out of service and not subject to wages for seven days, and there was no reduction made in the 520-hour, straight-time averaging period. The union contended that there should have been a reduction of 40 hours in the straight-time averaging period. The arbitrator found that the time out of service did not constitute a calendar week, and he therefore dismissed the grievance. In Case No. 172 (L. G., Jan., p. 66) the arbitrator defined a calendar week as a seven-day period beginning on a Sunday.

Case No. 174. Dispute between CNR and the Brotherhood of Railway, Airline, and Steamship Clerks, Freight Handlers, Express, and Station Employees over unpaid punitive overtime.

Three warehousemen, members of Seniority Group 2, claimed that they were entitled to perform certain work that was sometimes performed by checkers, members of Seniority Group 3. The arbitrator said that in this case, "it appears to have been the custom for the group 3, transit, employees to accept and check carload shipments of fish. It may be that work of this sort could properly come within the scope of a warehouseman's duties." But even if the company had assigned the work

to warehousemen, the company was not obliged to assign it exclusively to the warehousemen at the expense of the checkers. "I am unable to see that any provision of the collective agreement has been violated in this assignment," and the grievance must be dismissed.

Case No. 175. Dispute between CNR and the Brotherhood of Railway, Airline, and Steamship Clerks, Freight Handlers, Express, and Station Employees over the denial of a warehouseman his annual vacation on a date he requested.

The Warehouseman applied for this time before February 1, in compliance with the collective agreement. He contended that because of his seniority, he was entitled to the time he wanted. But the arbitrator found that the employees who began their vacations at that time did have more seniority than did the grievor.

The company, in deciding on vacation times, considered the office employees and the freight shed employees as separate groups and allocated vacations so that there would always be an efficient working force. The union pointed out that about one in five office employees were away at one time while one in eight of the freight shed employees were allowed to be away at one time. The arbitrator found no relationship between the needs of the two groups and dismissed the grievance.

Case No. 176. Dispute between CPR and the Brotherhood of Railway, Airline, and Steamship Clerks, Freight Handlers, Express, and Station Employees over the contracting-out of work to a private company.

the company closed its linen room operations at a terminal and gave the contract to a private company. The arbitrator said that, as in many cases, there was no provision in the collective agreement that prohibited contracting out. "The great bulk of arbitration cases have held that any such prohibition must be explicitly set out in the collective agreement. There is no such provision in this case, and the grievance must therefore be dismissed."

Case No. 177. Dispute between CPR and the Brotherhood of Railway, Airline, and Steamship Clerks, Freight Handlers, Express, and Station Employees over work assigned to a non-scheduled employee.

The company abolished the position of clerk-stenographer and assigned the work to the superintendent's secretary. The arbitrator said, "It is not suggested that this was anything other than a bona fide decision, and the decision is therefore not reviewable in arbitration proceedings." But, as a result of the change, certain duties formerly performed by a member of the bargaining unit are now performed by an employee outside the unit. The arbitrator said that there was no prohibition of this in the collective agreement and the duties given to the secretary were within her classification. He dismissed the grievance.

Case No. 178. Dispute between CPR (Transport Dept.) and the Brotherhood of Railway, Airline, and Steamship Clerks, Freight Handlers, Express, and Station Employees over time spent by a driver in driving a transport tractor from a garage to a terminal in addition to normal duties.

The driver must pick up the transport at the start of his trip and drive it back to the garage after his day's trip. The union contended that the duties performed at the garage and the driving of the truck between the garage and the terminal are "separate and apart from the preparatory and termination duties" as outlined in the collective agreement and such work should be paid as work time. The company contended that the duties are part of preparatory and termination duties.

The arbitrator said that the driving of the tractor from a distant garage to the terminal is not one of the preparatory duties as outlined in the agreement. "The grievance is, to that extent, allowed." He concluded that "time spent driving between a distant garage and a terminal is not excluded from terminal delay time."

Case No. 179. Dispute between CPR and the Brotherhood of Locomotive Engineers over a claim by an engineer for time involved on a subdivision.

The engineer was required to make a side trip of 13 miles. It took two hours and five minutes to make the trip and the engineer submitted a claim for this time—26 miles—in respect of the total time occupied in making the side trip on the subdivision. The company paid 13 miles on the grounds that "running off main track" does not apply to side trips on branch line subdivisions. The arbitrator found that the trip was on main track as defined in the Uniform Code of Operating Rules. And he quoted an article in the collective agreement covering trainmen in Western Canada that says, "a side trip on





a branch line shown in the timetable as a subdivision does not constitute running off the main track." He dismissed the grievance.

Case No. 180. Dispute between Pacific Great Eastern and the United Transportation Union over the assessment of demerit marks against a trainman.

The demerit marks were assessed as the result of an accident when the trainman was working as a yard foreman. The arbitrator found two reasons for the accident. "One was the lining of the wrong switch; the other was the leaving of a car foul of the lead on the south end" of the track. The wrong switch was thrown by

a yardman, not the grievor, and neither the grievor nor his crew was responsible for there being a car foul of the lead on the south end of the track. The arbitrator said that the grievor did meet his responsibilities and the error was made by another person. He allowed the grievance and the 15 demerit marks were to be removed from the grievor's record.

Case No. 181. Dispute between Pacific Great Eastern and the United Transportation Union over claims by a conductor and his crew for 100 miles runaround.

The conductor was working with a Burro crane and was instructed to couple it onto a pile driver, toot car, and idler and move this equipment 4.7 miles. The conductor claimed a 100-mile runaround for himself and his crew but payment was declined because there was no requirement for a full crew.

The pile driver was not under power the day in question and the issue is whether the use of the Burro crane required a full crew. An article in the agreement says that self-propelled equipment will not be used to switch cars, place loads, or remove empties unless manned by a full crew. The arbitrator found that the equipment was not used to do these things and therefore a full crew was not required. He dismissed the grievance finding that the company had complied with requirements in the agreement.

Case No. 182. Dispute between CNR and the Canadian Brotherhood of Railway, Transport, and General Workers over the claim of a motorman to overtime work on a rest day.

The company hired a private company to transfer charcoal heaters from one point to another. The union contended that the company should not have contracted out the work but should have called in a motorman who was on his rest day. The arbitrator said that the collective agreement had no express provision against contracting-out and he dismissed the grievance.

Publications in the library

at No. 251

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed when requesting loans.

Collective agreements

No. 1—Quinet, Félix. Collective agreements and their seniority provisions; a talk to the Institute on Collective Bargaining of the Registered Nurses' Association of Ontario, Toronto, November 16, 1968. [Toronto, 1969?] 1v. (unpaged).

No. 2—U.S. Bureau of Labor Statistics. Major collective bargaining agreements; subcontracting. Washington [GPO, 1969] 47 p.

Conferences

No. 3—Governor's Conference on Public Employment Relations, New York, 1968. A summary of the proceedings. [New York? New York State Public Employment Relations Board, 1969?] 102 p. Conference held October 14 to 16, 1968.

■ **No. 4—Seminar on the Elimination of All Forms of Racial Discrimination, New Delhi, 1968.** Seminar on the Elimination of All Forms of Racial Discrimination. New York, United Nations, 1968. iv, 47 p. "Organized by the United Nations, Division of Human Rights, in co-operation with the Government of India."

Economic conditions

■ **No. 5—Evans, Michael K.** An econometric model of the French economy; a short-term forecasting model. [Paris] O.E.C.D., 1969. 103 p. OECD Economic studies series.

■ **No. 6—U.S. Bureau of Labor Statistics.** Three standards of living for an urban family of four persons, Spring 1967. Washington, GPO, 1969. 92 p.

Employment management

■ **No. 7—Coghill, Mary Ann.** The lie detector in employment, an examination of some of the problems. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1968. 24 p.

■ **No. 8—International Labour Office.** Introduction to work study. Rev. ed. Geneva, 1969. 436 p.

Industrial relations

■ **No. 9—Canadian Labour Congress.** Canadian industrial relations; a statement . . . on the report of the Task Force on Labour Relations submitted to Hon. Bryce Mackasey, Minister of Labour, on June 25, 1969. Ottawa, 1969. 62 p. English and French, the latter inverted with special title page.

Labour organization

■ **No. 10—American Federation of Labor and Congress of Industrial Organizations. Executive Council.** To clear the record; AFL-CIO Executive Council report on the disaffiliation of the UAW. [Washington, 1969] 98 p. Contains a review of events and episodes leading up to the disaffiliation of the UAW from the AFL-CIO on July 1, 1968, and a review of UAW charges, complaints, and proposals and a defence by the AFL-CIO against the allegations.

■ **No. 11—Dubofsky, Melvyn.** When workers organize; New York City in the Progressive era. Amherst, University of Massachusetts Press, 1968. xi, 225 p. A history of the struggles of unorganized workers in New York City to achieve union recognition during the first 20 years or so of the 20th Century.

■ **No. 12—Great Britain. Central Office of Information. Reference Division.** Trade unions in Britain. London, HMSO, 1969. 35 p. Prepared for British Information Services.

Labour supply

■ **No. 13—Bakke, Edward Wight.** The mission of manpower policy. Kalamazoo, W. E. Upjohn Institute for Employment Research, 1969. viii, 126 p. The author proposes a manpower policy which will take into consideration "the total labor force now employed, to be employed, unemployed, underemployed, or ineffectively employed, whatever their type and degree of skill, industrial or occupational attachment, or condition of social or economic advantage or disadvantage."

■ **No. 14—British Columbia. Department of Labour. Research Branch.** The logging labour force in coastal British Columbia. Victoria, 1969. 53, 12 p.

■ **No. 15—India (Republic). Directorate General of Employment and Training.** Employment review 1967/68. [New Delhi, 1969?] 79 p.

■ **No. 16—Ontario. Department of Labour. Research Branch.** Occupational trends in Ontario, by Shirley B. Green. Toronto, 1967, 109 p.

Labouring classes

■ **No. 17—New South Wales. Industrial Commission of Inquiry Regarding the Functions of the Apprenticeship System in New South Wales.** Report. Sydney, Government Printer, 1969. 638 p.

■ **No. 18—International Association of Governmental Labor Officials.** Labor laws and their administration: proceedings, 51st convention of the International Association of Governmental Labor Officials, Philadelphia, Pa., July 22-26, 1968. Washington, GPO, 1969. 240 p.

Professional workers

■ **No. 19—U.S. National Science Foundation. Office of Economic and Manpower Studies.** Scientists, engineers, and physicians from abroad, fiscal years 1966 and 1967. Washington, GPO, 1969. 31 p.

U.S.—executive departments

■ **No. 20—Clague, Ewan.** The Bureau of Labor Statistics. New York, Praeger, 1968. xv, 271 p. The author served as Commissioner of Labor Statistics from 1940 to 1965.

■ **No. 21—U.S. Missile Sites Labor Commission.** The Missile Sites Labor Commission, 1961 thru 1967. Washington, GPO, 1969. 88 p. Written by Wayne E. Howard. The Commission was established May 26, 1961 and disbanded October 11, 1967 at which time its residual responsibilities were transferred to the Federal Mediation and Conciliation Service.



Wages and hours

■ **No. 22—British Columbia. Department of Labour. Research Branch.** Wage changes (excluding fringes) negotiated through collective bargaining in British Columbia based on agreements received during the period of June to December, 1968. Victoria, 1969. 29 p.

■ **No. 23—Great Britain. Department of Employment and Productivity.** Time rates of wages and hours of work, 1st April 1969. London, HMSO, 1969. [317] p.

■ **No. 24—U.S. Maritime Administration.** Seafaring wage rates, Atlantic, Gulf and Pacific Districts, December 1968. Washington [GPO, 1969] 100 p. "This publication is supplemental to the publication Seafaring Wage Rates, 1967 . . ."

Women—employment

■ **No. 25—Ontario. Women's Bureau.** What women think about working. [Toronto, 1969?] 8 p. Women's Bureau C.N.E. survey no. 5.

Miscellaneous

■ **No. 26—National Industrial Conference Board.** Organizing for effective public affairs, by William R. Bradt. New York, 1969. 65 p. Its Studies in public affairs, no. 5. "Public affairs is considered to encompass the following activities: (1) governmental and legislative relations, (2) encouragement of employee political activity, (3) political and economic education, (4) community relations, (5) corporate contributions for health, education, and welfare, and (6) solution of environmental problems." This report analyzes the steps taken in setting up a public affairs unit, the responsibilities of the unit, and its place in the structure of the company. Contains examples of public affairs policy statements, public affairs position descriptions, and organization charts, as well as case studies of public affairs organization.

■ **No. 27—National Industrial Conference Board.** R&D: its makeup, management, and measurement, by Lowell Laporte. New York, 1969. 29 p. Its managing the moderate-sized company, report no. 11.

■ **No. 28—Somers, Herman Miles.** Medicare and the hospitals; issues and prospects [by] Herman Miles Somers [and] Anne Ramsay Somers. Washington, Brookings Institution [1967]. xvi, 303 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change	
			From	Previous Year
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended November 15, 1969		8,115	- 0.3	+ 1.2
Employed.....		7,761	- 0.9	+ 1.1
Agriculture.....		491	-10.4	- 6.1
Non-agriculture.....		7,270	- 0.1	+ 1.6
Paid workers.....		6,724	- 0.4	+ 1.4
At work 35 hours or more.....		5,054	+31.4	- 0.9
At work less than 35 hours.....		2,437	-33.2	+ 4.5
Employed but not at work.....		270	-19.6	+ 11.1
Unemployed.....		354	+12.7	+ 4.7
Atlantic.....		40	+17.6	-
Quebec.....		143	+ 5.9	+ 6.7
Ontario.....		82	+12.3	-
Prairie.....		41	+28.1	+ 17.1
British Columbia.....		48	+20.0	+ 2.1
Without work and seeking work.....		331	+11.1	+ 4.4
On temporary layoff up to 30 days.....		23	+43.8	+ 15.0
INDUSTRIAL EMPLOYMENT (1961 = 100).....	October	129.9	- 0.2	+ 3.1
Manufacturing employment (1961 = 100).....	October	126.0	- 0.7	+ 1.1
IMMIGRATION.....	1st 9 mos.	119,692	-	- 12.2
Destined to the labour force.....	1st 9 mos.	63,124	-	- 10.6
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	November	90	-19.6	+ 28.6
No. of workers involved.....	November	49,404	-33.2	+239.2
Duration in man days.....	November	402,010	-63.9	+ 81.5
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.).....	October	121.09	+ 0.7	+ 7.3
Average hourly earnings (mfg.).....	October	2.87	+ 1.8	+ 8.7
Average hours worked per week (mfg.).....	October	40.2	- 1.2	- 1.7
Average weekly wages (mfg.).....	October	115.06	+ 0.3	+ 6.3
Consumer price index (1961 = 100).....	November	127.4	+ 0.5	+ 4.5
Index numbers of weekly wages in 1961 dollars (1961 = 100)†.....	September	121.5	+ 2.8	+ 2.2
Total labour income (Millions of dollars).....	October	3,438	- 0.3	+ 12.0
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100).....	October	165.8	- 0.1	+ 1.6
Manufacturing.....	October	166.6	- 0.1	+ 2.3
Durables.....	October	184.5	+ 0.4	- 0.5
Non-durables.....	October	152.0	- 0.7	+ 5.2
NEW RESIDENTIAL CONSTRUCTION‡				
Starts.....	October	15,239	+ 9.3	- 9.5
Completions.....	October	15,684	+ 3.9	+ 10.8
Under construction.....	October	119,120	- 0.5	+ 19.7

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data

‡ Centres of 10,000 population or more.

Tables

A-1 to A-3 — Labour Force

B-1 — Labour Income

C-1 to C-7 — Employment, Hours and Earnings

E-1 to E-4 — Unemployment Insurance

F-1 and F-2 — Prices

G-1 to G-4 — Strikes and Lockouts

H — Employment Fatalities

A—Labour Force

Table A-1—Regional Distribution, Week Ended November 15, 1969

	Canada	Atlantic	Quebec	Ontario	Prairies	B.C.
	(in thousands)					
THE LABOUR FORCE.....	8,115	646	2,274	3,007	1,333	855
Men.....	5,502	444	1,568	2,006	911	573
Women.....	2,613	202	706	1,001	422	282
14-19 years.....	769	65	211	250	151	92
20-24 years.....	1,211	122	383	400	189	117
25-44 years.....	3,511	246	1,010	1,345	536	374
45-64 years.....	2,425	197	618	935	422	253
65 years and over.....	199	16	52	77	35	19
EMPLOYED.....	7,761	606	2,131	2,925	1,292	807
Men.....	5,243	412	1,461	1,948	883	539
Women.....	2,518	194	670	977	409	268
Agriculture.....	491	24	94	131	220	22
Non-agriculture.....	7,270	582	2,037	2,794	1,072	785
Paid workers.....	6,724	537	1,866	2,609	986	726
Men.....	4,413	360	1,258	1,693	626	476
Women.....	2,311	177	608	916	360	250
UNEMPLOYED.....	354	40	143	82	41	48
Men.....	259	32	107	58	28	34
Women.....	95	*	36	24	13	14
PERSONS NOT IN LABOUR FORCE.....	6,663	725	1,960	2,279	1,059	640
Men.....	1,822	235	521	602	294	170
Women.....	4,841	490	1,439	1,677	765	470

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended November 15, 1969

		20-64 Years					65 Years and Over All Persons	
		14-19 Years All Persons	Men		Women			
Total			Married	Other	Married	Other		
(in thousands)								
POPULATION 14 YEARS OF AGE AND OVER*.....		14,778	2,449	4,203	1,158	4,286	1,132	1,550
LABOUR FORCE.....		8,115	769	4,013	913	1,457	764	199
Employed.....		7,761	694	3,879	842	1,420	736	190
Unemployed.....		354	75	134	71	37	28	**
NOT IN LABOUR FORCE.....		6,663	1,680	190	245	2,829	368	1,351
PARTICIPATION RATE†								
1969—November 15.....		54.9	31.4	95.5	78.8	34.0	67.5	12.8
October 18.....		55.2	31.7	95.5	79.8	34.2	68.4	13.6
UNEMPLOYMENT RATE‡								
1969—November 15.....		4.4	9.8	3.3	7.8	2.5	3.7	**
October 18.....		3.9	9.3	2.4	7.7	2.5	3.9	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

† The labour force as a percentage of the population 14 years of age and over.

‡ The unemployed as a percentage of the labour force.

** Less than 10,000 unemployed.

Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended November 15, 1969

	November 1969	October 1969	November 1968
(in thousands)			
TOTAL UNEMPLOYED	354	314	338
On temporary layoff up to 30 days	23	16	20
Without work and seeking work	331	298	318
Seeking:			
Full-time work	306	275	298
Part-time work	25	23	20
Under 1 month	111	98	118
1-3 months	132	112	112
4-6 months	41	42	44
More than 6 months	47	46	44

Source: Labour Force Survey, DBS.

3—Labour Income

Table B-1—Estimates of Labour Income, by Industry

Year and Month	Monthly Totals									Totals ††
	Mining	Manu- facturing	Trans- portation Storage and Communi- cation**	Forestry	Con- struction	Public Utilities	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
	(millions of dollars)									
1964—Total.....	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total.....	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total.....	878	9,144	3,024	424	2,598	635	9,972	11,461	1,818	35,230
1968—October.....	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November.....	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December.....	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
1969—January.....	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February.....	77.3	803.2	259.9	27.4	200.8	51.1	440.3	1,028.4	167.5	3,070.1
March.....	78.4	815.9	261.6	31.0	198.8	53.2	447.6	1,033.6	167.7	3,103.6
April.....	75.6	819.6	265.7	28.9	213.1	55.8	454.5	1,047.6	169.2	3,148.7
May.....	74.7	841.0	271.5	38.1	229.0	57.2	465.1	1,088.2	169.3	3,257.6
June.....	75.8	859.3	280.8	43.6	241.3	58.7	477.5	1,106.0	188.6	3,359.6
July.....	74.1	846.2*	287.3	47.0	262.0	59.2	469.0	1,142.7	182.4*	3,403.6*
August*.....	72.8	850.6	294.3	46.9	280.8	60.3	469.0	1,139.3	179.7	3,429.6
September†.....	71.2	865.5	289.1	47.7	284.0	59.0	482.3	1,143.4	174.9	3,448.3
October‡.....	73.0	864.1	285.6	46.3	278.3	59.3	491.2	1,143.0	172.2	3,437.6
Seasonally Adjusted										
1964—Total.....	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total.....	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total.....	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1968—October.....	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November.....	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December.....	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
1969—January.....	76.5	809.6	272.3	28.3	219.2	54.7	448.6	1,026.7	161.6	3,120.9
February.....	77.1	817.9	268.8	30.4	236.0	52.0	452.1	1,047.8	164.5	3,169.8
March.....	78.1	826.7	273.6	39.2	228.5	54.9	457.6	1,048.7	165.8	3,196.4
April.....	78.4	827.2	271.4	41.1	233.4	57.0	459.0	1,057.9	167.1	3,216.4
May.....	74.9	838.1	271.8	41.0	226.9	57.7	465.6	1,090.8	170.2	3,260.0
June.....	73.7	844.9	275.9	40.2	225.4	58.1	470.9	1,089.2	173.5	3,275.3
July.....	72.9	849.6*	277.6	41.2	233.1	57.8	368.5	1,134.3	174.1*	3,331.7*
August*.....	71.7	837.2	285.2	40.3	245.0	58.5	471.3	1,133.0	174.7	3,339.8
September†.....	71.5	846.9	280.7	39.8	248.9	58.0	481.8	1,127.5	175.1	3,353.5
October‡.....	73.3	848.8	282.3	39.2	244.4	58.7	486.8	1,132.7	176.0	3,365.5

Revised. † Preliminary. ‡ Advance.

* Includes post office wages and salaries.

†† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at August 1968 employers in the principal non-agricultural industries reported a total employment of 3,869,442. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
AVERAGE						
1964.....	108.2	110.6	86.51	111.1	110.9	90.42
1965.....	114.3	116.3	91.01	117.2	116.2	94.78
1966.....	120.7	123.1	96.30	123.5	122.8	100.13
1967.....	122.6	131.4	102.79	123.2	130.6	106.53
1968.....	122.7	140.4	109.88	122.1	140.3	114.42
1968—July.....	124.0	140.6	109.97	121.9	138.8	113.20
August.....	126.9	141.8	110.95	125.3	140.4	114.48
September.....	126.7	143.8	112.52	125.8	143.6	117.08
October.....	126.0	144.3	112.90	124.6	144.8	118.08
November.....	125.7	144.9	113.37	124.0	145.5	118.70
December.....	122.7	140.5	109.94	121.4	140.9	114.92
1969—January.....	121.4	145.8	114.04	121.8	146.5	119.47
February.....	121.9	147.4	115.30	122.5	148.1	120.80
March.....	122.6	148.4	116.11	123.2	149.3	121.72
April.....	123.4	148.8	116.43	123.6	149.4	121.84
May.....	127.0	149.9	117.26	126.2	150.3	122.58
June.....	130.2	150.3	117.61	128.9	150.4	122.63
July*.....	129.1	151.1	118.21	125.3	149.8	122.18
August†.....	130.6	152.3	119.15	127.2	150.8	122.94

* Revised. † Preliminary.

† Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance; insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	August 1969	July 1969	August 1968	August 1969	July 1969	August 1968
	(1961 = 100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	128.1	126.4	125.6	98.27	97.17	90.23
Newfoundland.....	131.7	128.1	131.1	105.78	103.40	100.04
Prince Edward Island.....	154.8	149.3	147.7	79.08	82.71	70.67
Nova Scotia.....	122.5	123.3	120.7	97.22	95.92	88.12
New Brunswick.....	130.0	127.0	126.0	96.60	96.09	88.21
Quebec.....	125.0	123.0	122.3	116.45	115.20	108.86
Ontario.....	131.2	130.4	128.6	122.80	122.23	114.82
Prairie Region.....	131.6	131.6	126.9	114.99	114.32	105.28
Manitoba.....	122.9	121.8	119.1	109.87	110.06	102.01
Saskatchewan.....	122.1	122.6	125.2	109.61	108.42	101.86
Alberta.....	142.8	143.6	134.3	120.61	119.45	109.05
British Columbia.....	146.0	140.8	134.9	130.31	131.29	121.85
CANADA.....	130.6	129.1	126.9	119.15	118.21	110.95
URBAN AREAS						
St. John's.....	142.1	139.8	147.5	92.59	95.06	87.73
Halifax.....	121.0	122.6	117.4	99.91	99.46	91.96
Sydney.....	91.9	91.9	103.7	105.26	107.41	94.68
Moncton.....	133.9	131.6	123.3	94.63	93.99	87.09
Saint John.....	114.2	113.5	110.7	102.81	100.90	90.75
Chicoutimi.....	117.8	118.4	108.7	135.22	135.81	126.17
Montreal.....	125.5	123.3	123.5	117.59	116.55	110.63
Quebec.....	121.7	121.6	118.4	103.62	100.79	93.92
Shawinigan.....	97.9	98.0	101.0	120.07	117.71	112.69
Sherbrooke.....	119.6	117.6	117.3	99.60	99.90	94.24
Trois-Rivières.....	117.9	118.0	115.6	107.81	105.53	101.37
Ottawa-Hull.....	142.1	139.4	132.5	113.03	112.75	104.97
Belleville.....	127.4	126.7	120.3	103.48	101.65	94.64
Brampton.....	285.3	268.9	259.3	121.46	117.94	114.01
Brantford.....	145.6	141.9	135.2	108.74	108.85	106.59
Fort William-Port Arthur.....	127.9	129.1	118.8	118.30	118.42	104.68
Guelph.....	143.7	142.8	140.0	111.03	111.01	105.63
Hamilton.....	108.3	124.1	122.5	122.46	123.87	119.23
Kingston.....	133.0	133.3	127.3	116.60	117.07	110.20
Kitchener.....	157.2	154.4	147.7	109.93	109.08	103.41
London.....	126.1	125.3	122.7	115.42	114.31	107.80
Niagara Falls.....	125.5	122.2	117.9	108.95	109.48	103.60
Oshawa.....	146.8	105.2	118.4	138.83	135.41	131.89
Peterborough.....	142.3	142.7	128.9	121.91	120.59	114.16
Sarnia.....	147.8	147.4	143.2	154.91	155.68	149.43
Sault Ste. Marie.....	70.5	129.4	123.7	127.00	135.91	124.64
Sudbury.....	64.0	64.5	116.1	131.87	132.29	135.89
St. Catharines.....	145.8	144.1	136.5	132.52	133.64	122.72
Timmins.....	74.4	77.1	76.0	107.06	103.83	101.25
Toronto.....	135.4	133.3	129.8	124.81	124.30	115.52
Welland.....	99.4	103.0	107.3	144.24	143.27	130.30
Windsor.....	158.1	129.1	153.0	141.77	136.09	131.16
Winnipeg.....	124.1	123.0	118.9	102.73	103.33	94.79
Regina.....	127.0	128.5	126.3	106.96	105.74	95.25
Saskatoon.....	146.0	145.8	147.7	102.91	101.32	99.04
Calgary.....	153.4	153.7	140.4	120.20	119.59	108.21
Edmonton.....	149.3	151.5	140.7	114.82	114.07	104.59
Vancouver.....	147.1	140.3	134.2	125.75	127.13	117.26
Victoria.....	137.8	133.5	125.2	112.33	112.41	105.28

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

		For- estry	Mines, Quar- ries and Oil Wells	Manufacturing		Con- struc- tion	Trans- porta- tion, Commu- nication and Other Utilities	Trade	Fi- nance, Insur- ance and Real Estate	Community, Business and Personal Services		Public Admin- istration and De- fence††	Total Speci- fied Indus- tries
				Non- du- rables	Du- rables					Non- com- mercial Sector‡	Com- mercial Sector**		
(in thousands)													
Canada													
August 1969*	.....	—	113.5	909.7	814.5	435.9	—	1,079.4	303.7	1,103.5	740.5	444.3	6,717.3
July 1969*	.....	79.3	117.2	878.0	809.4	419.8	675.4	1,045.4	313.5	1,117.5	731.7	440.9	6,637.0
August 1968†	.....	80.1	122.6	881.8	798.5	405.6	666.2	978.1	283.2	1,034.4	641.1	431.2	6,334.8
NEWFOUNDLAND													
July 1969*	.....	2.9	4.2	11.5	2.2	9.8	13.9	18.2	2.3	22.5	9.6	10.1	107.0
June 1969†	.....	2.4	4.2	11.3	1.9	9.5	13.7	18.2	2.3	22.1	9.3	8.6	103.3
July 1968†	.....	3.0	5.8	11.4	2.3	9.8	14.7	16.7	1.9	22.4	8.9	10.1	107.0
PRINCE EDWARD ISLAND													
July 1969*	.....	0.1	—	2.4	0.3	2.1	2.4	4.5	0.6	6.1	2.2	2.4	23.0
June 1969†	.....	0.2	—	2.5	0.4	2.0	3.2	5.0	0.6	6.1	2.1	2.4	24.5
July 1968†	.....	0.2	—	2.4	0.4	2.5	3.3	4.2	0.6	5.9	2.2	2.5	24.2
NOVA SCOTIA													
July 1969*	.....	2.6	5.9	19.7	15.0	16.1	25.7	32.0	7.1	39.2	16.8	21.8	202.1
June 1969†	.....	3.1	5.8	19.7	15.3	15.3	25.2	32.5	7.0	40.4	17.0	20.9	202.2
July 1968†	.....	2.6	6.8	19.4	15.2	14.9	21.4	32.2	6.5	37.0	15.8	21.7	193.4
NEW BRUNSWICK													
July 1969*	.....	7.8	2.5	20.3	14.4	10.7	21.0	25.1	4.6	30.3	11.4	12.9	161.1
June 1969†	.....	8.7	2.5	19.9	11.1	10.8	21.1	25.4	4.6	31.2	11.3	12.3	159.2
July 1968†	.....	10.1	2.7	19.5	12.4	9.8	20.7	24.7	4.5	31.2	11.2	12.9	159.9
QUEBEC													
July 1969*	.....	26.9	25.3	324.7	199.3	91.0	186.9	255.1	84.7	314.5	185.2	94.7	1,788.4
June 1969†	.....	26.3	25.1	335.2	203.4	76.1	184.1	264.1	84.7	310.1	183.0	87.1	1,779.3
July 1968†	.....	27.5	26.7	323.2	195.4	94.6	173.9	242.8	79.4	289.6	166.7	90.7	1,710.6
ONTARIO													
July 1969*	.....	10.5	29.3	376.6	444.5	164.7	214.1	415.2	142.1	412.1	299.0	177.4	2,685.4
June 1969†	.....	11.2	37.6	381.6	476.9	157.2	222.6	430.0	130.9	414.1	294.8	173.4	2,730.4
July 1968†	.....	12.1	37.4	370.3	417.7	158.1	199.1	384.3	123.0	381.8	265.0	176.6	2,525.4
MANITOBA													
July 1969*	.....	1.0	7.7	28.1	22.0	19.3	46.1	54.9	12.9	49.8	35.3	21.0	298.3
June 1969†	.....	1.1	7.5	29.4	22.0	18.2	46.7	56.0	13.5	52.4	35.6	20.4	302.9
July 1968†	.....	0.9	6.9	27.9	20.3	18.9	46.6	53.0	13.2	46.8	29.1	21.0	284.7
SASKATCHEWAN													
July 1969*	.....	0.4	5.3	10.5	5.7	14.4	27.9	39.6	8.5	46.8	21.7	21.5	202.5
June 1969†	.....	0.6	5.4	10.6	5.8	15.3	27.7	40.4	9.2	47.0	22.0	21.3	205.2
July 1968†	.....	0.4	5.3	10.6	6.1	18.1	26.6	40.3	8.3	44.3	20.8	19.5	200.4
ALBERTA													
July 1969*	.....	2.2	23.4	28.0	27.4	46.5	56.6	84.9	18.9	92.9	61.8	35.0	477.6
June 1969†	.....	2.2	22.2	28.5	27.6	42.3	55.4	86.5	18.7	96.7	61.6	33.6	475.3
July 1968†	.....	2.0	20.1	28.2	24.3	41.3	50.0	81.0	17.8	85.6	54.8	33.4	438.5
BRITISH COLUMBIA													
July 1969*	.....	24.9	10.7	56.0	78.8	44.4	78.5	114.6	31.7	101.9	86.6	41.5	669.5
June 1969†	.....	23.4	11.1	55.6	79.4	43.0	80.4	112.1	30.4	106.9	87.8	40.5	670.6
July 1968†	.....	21.0	10.8	57.4	73.7	38.5	77.0	105.3	27.8	95.3	75.3	39.3	621.4

* Preliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.

** Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

†† Excludes non-civilian employees.

Note: In January 1969, DBS expanded the estimates to include all non-agricultural employees. Additions were also made for welfare and religious organizations, municipal governments, provincial government employees not otherwise listed, and employees engaged in fishing, trapping and private household work. Estimates may not add to totals due to rounding. Yukon and NWT included in Canada Total only.

Basis: 1960 Standard Industrial Classification.

Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	August 1969	July 1969	August 1968	August 1969	July 1969	August 1968
	(1961 = 100)			\$	\$	\$
MINING, INCLUDING MILLING.....	102.7	105.5	112.6	148.10	146.06	139.09
Metals.....	86.9	90.9	103.9	146.09	144.05	140.68
Mineral fuels.....	101.4	103.6	105.1	160.71	160.72	145.73
Non-metals except fuels.....	131.4	132.2	130.3	134.63	132.29	124.92
Quarries and sand pits.....	119.5	116.8	121.3	136.61	136.52	120.41
Services incidental to mining.....	168.1	168.8	162.7	154.98	149.62	143.10
MANUFACTURING.....	127.2	125.3	125.3	122.94	122.18	114.48
Durable goods.....	135.1	134.1	133.8	132.83	131.14	124.03
Non-durable goods.....	120.8	118.2	118.4	113.97	113.93	105.75
Food and beverages.....	121.6	117.8	123.3	105.78	107.52	98.92
Foods.....	122.2	117.8	123.8	101.35	103.17	95.73
Beverages.....	118.0	118.1	120.0	134.56	134.67	119.58
Tobacco processing and products.....	87.2	88.1	92.8	132.33	131.16	123.11
Rubber products.....	129.1	126.4	113.2	131.77	123.93	113.23
Leather products.....	101.5	100.5	102.3	81.80	80.94	76.98
Textile products.....	120.4	118.1	118.4	103.40	101.06	95.93
Knitting mills.....	119.1	117.2	117.2	78.67	76.88	72.77
Clothing.....	112.2	106.0	111.0	78.00	75.12	72.33
Wood products.....	116.6	116.2	113.9	111.43	109.12	103.63
Furniture and fixtures.....	137.8	132.8	129.0	104.18	100.12	95.34
Paper and allied industries.....	125.8	125.4	119.1	142.88	142.94	132.52
Printing, publishing and allied industries.....	115.9	114.2	114.4	129.26	129.20	119.83
Primary metal industries.....	101.0	124.6	128.6	148.50	147.06	139.67
Metal fabricating industries.....	135.6	136.0	132.9	129.65	129.82	121.52
Machinery, except electrical.....	150.2	151.7	143.8	139.88	139.93	130.76
Transportation equipment.....	158.9	135.4	144.9	147.98	144.18	135.22
Electrical products.....	153.4	151.1	144.2	124.29	122.01	116.70
Non-metallic mineral products.....	124.7	122.6	124.0	133.67	133.48	123.56
Petroleum and coal products.....	105.7	108.0	107.6	176.78	177.69	168.25
Chemicals and chemical products.....	122.1	121.0	119.0	139.20	140.13	129.73
Miscellaneous manufacturing industries.....	151.5	147.5	139.6	105.07	104.19	99.26
CONSTRUCTION.....	135.0	131.1	135.3	155.62	153.31	142.10
Building.....	143.1	138.1	140.3	152.50	150.55	139.01
Engineering.....	121.0	118.9	126.6	161.95	158.89	148.04
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	117.4	115.6	114.2	135.41	134.15	123.52
Transportation.....	113.7	112.6	111.6	135.29	133.98	122.15
Storage.....	110.9	115.8	105.9	117.77	112.39	107.54
Communication.....	124.0	118.7	119.7	129.19	129.11	119.72
TRADE.....	134.7	133.4	128.0	94.57	95.58	87.96
Wholesale trade.....	130.2	129.4	124.6	117.81	118.40	108.54
Retail trade.....	137.3	135.6	129.9	82.45	83.59	76.98
FINANCE, INSURANCE AND REAL ESTATE.....	140.6	141.0	132.8	114.51	115.02	107.57
Financial institutions.....	145.5	145.7	136.3	111.53	112.35	104.80
Insurance and real estate.....	134.0	134.7	128.2	118.86	118.91	111.53
SERVICE.....	182.3	181.8	166.1	85.39	84.38	79.41
Recreational services.....	187.6	190.6	160.0	85.66	82.07	71.17
Business services.....	193.9	195.3	177.1	130.11	128.85	122.48
Personal services.....	164.1	165.0	153.2	63.67	63.39	58.67
Miscellaneous services.....	224.2	213.9	199.1	86.82	85.84	86.51
INDUSTRIAL COMPOSITE.....	130.6	129.1	126.9	119.15	118.21	110.95

* Latest figures subject to revision.

Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1969	July 1969	Aug. 1968	Aug. 1969	July 1969	Aug. 1968	Aug. 1969	July 1969	Aug. 1968
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING	41.3	40.7	41.7	3.24	3.23	3.08	133.63	131.55	128.52
Metals.....	40.0	39.5	41.2	3.31	3.33	3.22	132.49	131.47	132.76
Mineral fuels.....	42.2	42.0	41.9	2.97	2.95	2.62	125.37	124.06	109.98
Non-metals, except fuels.....	41.2	40.9	42.2	3.08	3.05	2.87	126.72	124.85	121.09
Quarries and sand pits.....	48.6	48.5	47.9	2.80	2.79	2.45	135.85	135.51	117.40
Services incidental to mining.....	42.4	41.0	41.2	3.59	3.53	3.36	152.33	144.80	138.49
MANUFACTURING	40.2	39.9	40.4	2.78	2.77	2.59	111.58	110.57	104.63
Durable goods.....	40.8	40.4	40.9	3.00	2.98	2.82	122.46	120.25	115.37
Non-durable goods.....	39.6	39.5	40.0	2.56	2.57	2.36	101.45	101.37	94.28
Food and beverages.....	39.3	39.8	39.9	2.41	2.42	2.24	94.51	96.55	89.43
Foods.....	39.1	39.6	39.9	2.32	2.34	2.18	90.75	92.78	86.75
Beverages.....	40.9	41.3	40.5	3.10	3.08	2.77	126.66	127.16	111.93
Tobacco processing and products.....	37.0	36.7	37.8	3.23	3.21	2.99	119.61	117.86	112.90
Rubber products.....	40.7	40.0	40.3	2.86	2.86	2.54	116.23	114.38	102.52
Leather products.....	39.3	38.5	40.0	1.90	1.90	1.77	74.60	73.39	70.83
Textile products.....	41.0	40.3	41.4	2.23	2.19	2.05	91.52	88.28	84.85
Miscellaneous textiles.....	40.2	40.2	39.9	2.42	2.30	2.19	96.99	92.35	87.15
Knitting mills.....	41.0	40.4	41.1	1.71	1.68	1.56	69.97	67.91	64.04
Clothing.....	37.6	36.5	37.7	1.90	1.86	1.75	71.50	68.00	66.20
Wood products.....	39.6	39.0	39.9	2.67	2.65	2.47	105.91	103.40	98.69
Furniture and fixtures.....	42.9	41.4	42.4	2.25	2.22	2.08	96.39	91.87	88.03
Paper and allied industries.....	40.7	40.8	41.0	3.31	3.30	3.03	134.62	134.69	124.20
Pulp and Paper mills.....	40.9	41.1	41.0	3.61	3.60	3.30	147.72	147.87	135.24
Printing, publishing and allied industries....	38.3	38.1	38.2	3.35	3.33	3.07	128.47	126.90	117.42
Primary metal industries.....	40.7	41.0	41.0	3.34	3.35	3.22	135.93	137.31	131.82
Iron and steel mills.....	40.5	40.3	40.3	3.56	3.45	3.36	144.16	138.96	135.30
Metal fabricating industries.....	40.7	40.8	41.2	3.00	3.00	2.79	122.15	122.41	114.85
Machinery, except electrical.....	40.7	40.2	41.8	3.15	3.16	2.96	128.48	126.81	123.70
Transportation equipment.....	41.0	40.6	40.5	3.37	3.25	3.10	138.21	132.04	125.55
Aircraft and parts.....	40.7	40.9	42.1	3.38	3.26	3.02	137.64	133.23	127.01
Motor vehicles.....	41.0	40.6	39.8	3.50	3.37	3.24	143.26	136.91	128.91
Assembling.....	41.3	41.7	38.5	3.80	3.90	3.58	156.67	162.86	137.96
Parts and accessories.....	40.9	40.2	40.8	3.29	3.27	3.09	134.50	131.33	126.00
Shipbuilding and repairing.....	41.3	40.5	40.1	3.29	3.25	3.05	135.61	131.65	122.17
Electrical products.....	39.9	38.6	39.9	2.71	2.69	2.54	107.88	103.62	101.31
Communications equipment.....	39.7	38.1	39.2	2.62	2.57	2.39	103.94	97.78	93.72
Non-metallic mineral products.....	42.8	43.1	43.5	3.00	3.00	2.72	128.46	129.08	118.40
Petroleum and coal products.....	42.8	43.4	43.0	3.75	3.78	3.61	160.43	164.04	155.02
Chemical and chemical products.....	40.3	40.8	40.3	2.99	3.01	2.79	120.32	122.79	112.53
Miscellaneous manufacturing industries....	40.2	39.2	40.5	2.24	2.24	2.09	89.87	87.98	84.71
CONSTRUCTION	41.8	41.6	42.4	3.68	3.64	3.31	153.79	151.35	140.46
Building.....	39.4	39.3	40.1	3.82	3.78	3.42	150.51	148.40	137.13
General contractors.....	39.8	39.7	40.0	3.70	3.65	3.30	147.41	145.14	131.97
Special trade contractors.....	39.0	38.9	40.2	3.92	3.88	3.52	152.98	150.97	141.35
Engineering.....	46.7	46.2	46.8	3.43	3.41	3.14	160.51	157.22	146.88
Highways, bridges and streets.....	48.9	49.0	47.6	3.00	2.98	2.66	146.93	146.24	126.38
Other engineering.....	44.4	43.1	45.9	3.95	3.92	3.68	175.14	168.98	168.87
OTHER INDUSTRIES									
Urban transit.....	42.5	41.6	41.8	3.51	3.49	3.22	149.37	145.08	134.59
Highway and bridge maintenance.....	41.3	39.0	38.8	2.57	2.62	2.42	106.30	102.09	94.10
Laundries, cleaners and pressers.....	38.0	37.4	38.5	1.63	1.61	1.52	61.79	60.44	58.58
Hotels, restaurants and taverns.....	33.6	33.5	34.3	1.61	1.60	1.48	54.16	53.64	50.83

Latest figures subject to revision.

Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
Average		\$	\$		
1964.....	41.0	2.02	79.51	106.8	103.7
1965.....	41.0	2.12	82.96	111.4	106.3
1966.....	40.8	2.25	86.94	116.8	108.8
1967.....	40.3	2.40	91.65	123.1	110.5
1968†.....	40.3	2.58	96.84	130.1	112.8
Last Pay Period in					
1968—August.....	40.4	2.59	104.63	140.5	116.1
September.....	41.0	2.62	107.43	144.3	118.9
October.....	40.9	2.64	108.22	145.4	119.2
November.....	40.9	2.66	108.68	146.0	119.4
December.....	38.0	2.70	102.56	137.8	112.4
1969—January.....	40.1	2.71	108.42	145.6	118.8
February.....	40.3	2.72	109.65	147.3	119.5
March.....	40.5	2.74	110.97	149.1	119.6
April.....	40.3	2.75	110.87	148.9	119.2
May.....	40.4	2.77	111.97	150.4	119.5
June.....	40.2	2.78	111.83	150.2	118.8
July*.....	39.9	2.77	110.57	148.5	117.0
August†.....	40.2	2.78	111.58	149.9	118.4

* Revised. † Preliminary.

Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS. Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Aug. 1969	July 1969	Aug. 1968	Aug. 1969	July 1969	Aug. 1968
				\$	\$	\$
Newfoundland.....	42.7	43.4	41.3	2.16	2.09	2.10
Nova Scotia.....	40.0	40.1	39.2	2.18	2.20	2.04
New Brunswick.....	40.3	40.3	40.0	2.25	2.24	2.06
Quebec.....	41.2	40.3	41.6	2.50	2.50	2.32
Ontario.....	40.0	40.0	40.4	2.93	2.91	2.73
Manitoba.....	39.9	39.9	39.6	2.49	2.48	2.34
Saskatchewan.....	40.0	39.1	39.9	2.91	2.94	2.73
Alberta.....	40.1	39.4	39.5	2.93	2.92	2.65
British Columbia.....	37.0	37.4	37.2	3.47	3.46	3.23

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.

Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from

information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 749, December 1969 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1969—August.....	5,458,000	5,190,300	267,700
July.....	5,469,000	5,190,400	278,600
June.....	5,511,000	5,234,100	276,900
May.....	5,414,000	5,109,000	305,000
April.....	5,499,000	4,972,500	526,500
March.....	5,546,000	4,951,900	594,100
February.....	5,551,000	4,920,000	631,000
January.....	5,512,000	4,896,000	616,000
1968—December....	5,446,000	4,948,100	497,900
November....	5,411,000	5,069,400	341,600
October.....	5,346,000	5,081,500	264,500
September....	5,356,000	5,109,300	246,700
August.....	5,387,000	5,117,200	269,800

Table E-4—Benefit Payments, by Province, September 1969

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland.....	18,901	603,774
Prince Edward Island.....	2,704	76,119
Nova Scotia.....	30,202	978,819
New Brunswick.....	23,924	694,692
Quebec.....	250,730	8,021,157
Ontario.....	286,517	9,490,235
Manitoba.....	20,664	609,378
Saskatchewan.....	16,621	493,285
Alberta.....	26,042	815,798
British Columbia.....	68,930	2,224,886
Total, Canada, September 1969.....	745,235	24,008,143
Total, Canada, August 1969.....	874,533	27,745,072
Total, Canada, September 1968.....	795,639	20,760,908

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	September 1969			September 1968		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	90,350	64,314	26,036	91,132	61,967	29,165
Newfoundland.....	2,455	1,648	807	2,385	1,527	858
Prince Edward Island.....	272	206	66	290	228	62
Nova Scotia.....	2,830	2,051	779	3,695	2,258	1,437
New Brunswick.....	2,709	1,972	737	2,966	2,084	882
Quebec.....	31,304	21,719	9,585	30,474	19,623	10,851
Ontario.....	31,833	23,154	8,679	30,593	22,053	8,540
Manitoba.....	2,306	1,713	593	2,532	1,840	692
Saskatchewan.....	2,046	1,507	539	1,845	1,350	495
Alberta.....	3,361	2,521	840	3,723	2,642	1,081
British Columbia.....	11,234	7,823	3,411	12,629	8,362	4,267

* In addition, revised claims received numbered 35,702.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at September 30, 1969

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants Sept. 30, 1968
		1-4	5-13	14-26	27 or more*	
Canada	259,558	103,172	63,546	53,411	39,429	246,702
Male.....	150,416	66,552	36,616	26,957	20,291	141,543
Female.....	109,142	36,620	26,930	26,454	19,138	105,159
NEWFOUNDLAND	7,583	2,631	2,198	1,765	989	7,026
Male.....	5,691	2,072	1,639	1,361	619	5,115
Female.....	1,892	559	559	404	370	1,911
PRINCE EDWARD ISLAND	770	165	330	129	146	1,025
Male.....	435	70	244	52	69	601
Female.....	335	95	86	77	77	424
NOVA SCOTIA	9,892	3,058	2,101	3,171	1,562	10,131
Male.....	7,007	2,238	1,321	2,400	1,048	6,766
Female.....	2,885	820	780	771	514	3,365
NEW BRUNSWICK	7,934	2,748	2,267	1,629	1,290	8,269
Male.....	4,762	1,694	1,385	1,001	682	5,359
Female.....	3,172	1,054	882	628	608	2,910
QUEBEC	94,048	36,782	21,399	18,172	17,695	80,783
Male.....	57,719	24,840	13,166	10,332	9,381	50,362
Female.....	36,329	11,942	8,233	7,840	8,314	30,421
ONTARIO	91,366	38,286	23,028	18,736	11,316	87,394
Male.....	49,652	24,039	12,781	7,431	5,401	44,863
Female.....	41,714	14,247	10,247	11,305	5,915	42,531
MANITOBA	7,311	3,185	1,601	1,469	1,056	7,140
Male.....	3,536	1,571	790	658	517	3,625
Female.....	3,775	1,614	811	811	539	3,515
SASKATCHEWAN	6,200	1,969	1,725	1,532	974	4,929
Male.....	3,203	1,027	925	773	478	2,521
Female.....	2,997	942	800	759	496	2,408
ALBERTA	8,642	3,434	2,169	1,834	1,205	9,793
Male.....	4,252	1,982	886	742	642	4,930
Female.....	4,390	1,452	1,283	1,092	563	4,863
BRITISH COLUMBIA	25,812	10,914	6,728	4,974	3,196	30,212
Male.....	14,159	7,019	3,479	2,207	1,454	17,401
Female.....	11,653	3,895	3,249	2,767	1,742	12,811

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)								
1964—Year.....	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
1965—Year.....	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.3
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.0
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1968—November.....	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.3
December.....	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
1969—January.....	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February.....	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March.....	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April.....	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.3
May.....	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June.....	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July.....	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August.....	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September.....	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October.....	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November.....	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
(1949 = 100)								
November.....	164.6*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—November, 1969

	All-Items									
	Nov. 69	Oct. 69	Nov. 68	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)										
St. John's, Nfld.....	120.0	119.9	117.2	120.9	113.7	126.1	112.9	128.9	111.4	144.4
Halifax.....	122.0	121.1	115.4	128.7	115.1	124.1	112.6	137.9	126.4	127.4
Saint John.....	121.5	121.1	116.2	125.8	113.8	127.4	119.6	130.4	127.0	126.4
Montreal.....	122.8	122.0	119.4	124.8	115.2	123.1	123.3	129.6	137.6	128.3
Ottawa.....	125.4	124.7	120.0	129.8	116.8	128.9	119.9	139.7	135.9	132.3
Toronto.....	126.1	125.3	120.7	128.6	119.5	129.3	128.1	135.1	124.5	130.7
Winnipeg.....	125.4	124.2	120.0	129.3	114.3	135.0	125.8	141.3	128.5	129.3
Saskatoon-Regina.....	121.3	120.5	117.3	128.6	114.3	126.4	113.9	126.3	128.8	122.3
Edmonton-Calgary.....	123.2	122.5	118.8	126.6	117.1	125.3	118.7	139.6	130.6	122.3
Vancouver.....	120.1	119.2	116.4	126.3	114.3	125.1	116.7	129.4	119.6	113.3

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration.

The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1964-1969

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts	Workers Involved	Strikes and Lockouts in Existence During Month or Year	
				Duration in Man-Days	Per cent of Estimated Working Time
1964.....	327	343	100,535	1,580,550	0.11
1965.....	478	501	171,870	2,349,870	0.17
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
1968.....	559	582	223,562	5,082,730	0.32
1968—November.....	19	70	14,563	221,540	0.16
December.....	17	58	13,196	104,980	0.08
1969—January.....	33	64	10,048	125,680	0.09
February.....	26	62	15,467	137,070	0.11
March.....	38	83	22,696	169,120	0.13
April.....	50	95	30,211	272,490	0.20
May.....	64	125	108,563	1,099,450	0.79
June.....	58	133	61,407	911,680	0.64
July.....	33	113	70,723	1,058,150	0.69
August.....	44	117	74,686	1,178,780	0.81
September.....	29	96	61,497	1,126,750	0.81
October.....	37	112	73,930	1,112,570	0.76
November.....	33	90	49,404	402,010	0.30

Preliminary.

Table G-2—Strikes and Lockouts, by Industry, November 1969, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	—	—	—	—
Mines.....	3	7	22,906	219,880
Manufacturing.....	19	50	17,988	109,790
Construction.....	2	10	2,056	26,850
Transportation and utilities..	3	8	5,101	31,520
Trade.....	2	7	200	1,810
Finance.....	—	—	—	—
Service.....	3	7	1,079	11,860
Public administration.....	1	1	74	300
ALL INDUSTRIES.....	33	90	49,404	402,010

Table G-3—Strikes and Lockouts, by Jurisdiction, November 1969, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—	—
Prince Edward Island.....	—	—	—	—
Nova Scotia.....	1	1	194	390
New Brunswick.....	2	3	359	1,740
Quebec.....	9	16	5,055	33,270
Ontario.....	14	47	37,506	329,960
Manitoba.....	1	2	273	2,120
Saskatchewan.....	2	4	303	4,500
Alberta.....	—	3	187	3,740
British Columbia.....	2	10	783	3,590
Federal.....	2	4	4,744	22,700
ALL JURISDICTIONS.....	33	90	49,404	402,010

Table G-4—Strikes and Lockouts Involving 100 or More Workers, November 1969 (Preliminary)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				Nov-ember	Accu-mulated	Termination Date	
Location							Result
Forestry							
Spruce Falls Pulp & Paper Co. Ltd., Kapuskasing, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	650	—	3,250	Oct. 27 Nov. 3		Alleged grievance over seniority—Return of workers, further negotiations.
Mines							
METAL							
International Nickel Co. of Canada Ltd., Sudbury District, Ont.	Steelworkers Loc. 6500 (AFL-CIO/CLC)	15,854	158,540	1,449,500	July 10 Nov. 14		Wages, fringe benefits—Wage increases, other improved benefits.
Falconbridge Nickel Mines Ltd., Falconbridge and Onaping areas, Ont.	Mine, Mill and Smelter Workers Loc. 598 (Ind.)	3,268	49,020	217,090	Aug. 21 Nov. 22		Wages, fringe benefits—77.8¢ p. hr. across the board over 3-year contract; other fringe benefits.
Noranda Mines Ltd. (Geco Division), Manitouwadge, Ont.	CNTU	355	1,780	1,780	Nov. 22 —		Wages—
MINERAL FUELS							
*Cape Breton Development Corp., Colliery 26, Glace Bay, N.S.	Mine Workers Loc. 4520 District 26 (Ind.)	1,400	4,200	4,200	Nov. 26 Nov. 29		Alleged grievances—Return of Workers.
NON-METAL							
Asbestos Corporation Limited, Thetford Mines, Que.	Metallurgists and Miners Federation (CNTU)	1,902	3,800	3,800	Nov. 27 —		Alleged grievances over parking facilities—
QUARRIES							
Canada Crushed Stone, Dundas and Hamilton, Ont.	District 50 (U.M.W.A.) Loc. 14979 (Ind.)	107	2,140	9,840	July 19 —		Wages, fringe benefits, working conditions—
Manufacturing							
FOOD AND BEVERAGES							
General Mills, Rexdale, Ont.	Millers Loc. 230 (AFL-CIO/CLC)	130	2,600	6,240	Sept. 22 —		Wages—
Pure Spring Canada Ltd., Ottawa, Ont.	Brewery Workers Loc. 390 (AFL-CIO/CLC)	100	2,000	3,500	Oct. 10 —		Wages, fringe benefits, hours—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, November 1969 (Preliminary) (Cont'd.)

Industry	Employer	Union	Duration in Man-Days		Starting Date	Major Issues Result
			Workers Involved	Accu- November mulated	Termination Date	
Manitoba Livestock Purchasers Association, St. Boniface, Man.	Canadian Food and Allied Workers Loc. 228 and Butcher Workmen Loc. 415 (AFL-CIO/CLC)	223	1,120	1,120	Nov. 3 Nov. 10	Wages, fringe benefits—58¢ per hr. across the board over the length of the contract; 3 weeks vacation after 6 years, 4 weeks after 18 years, 5 weeks after 25 years, other improved benefits.
Kellogg Co. of Canada Ltd., London, Ont.	Millers Loc. 154 (AFL-CIO/CLC)	541	540	540	Nov. 12 Nov. 13	Alleged grievance over job posting procedures—Return of workers.
RUBBER						
Firestone Tire & Rubber Joliette, Que.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	210	3,150	3,150	Nov. 8 —	Wages, fringe benefits, overtime
TEXTILES						
Daly & Morin Limitée, Lachine, Que.	Clothing Workers' Federation (CNTU)	225	4,500	16,430	Aug. 18 —	Wages, hours—
Harding Carpets Ltd., Collingwood, Ont.	Textile Workers' Union Loc. 1640 (AFL-CIO/CLC)	183	3,660	3,840	Oct. 31 —	Wages—
WOOD						
Wayerhausser Québec Ltée, Princeville, Cté Arthabaska, Que.	Building and Woodworkers' Federation (CNTU)	132	2,640	10,690	Aug. 6 —	Wages, hours, vacations, holidays —
PAPER						
Columbia Cellulose (Pulp Division), Castlegar, B.C.	Pulp and Paper Workers Loc. 1 (Ind.) Woodworkers (AFL-CIO/CLC)	670	1,340	1,340	Nov. 27 Nov. 29	Suspension of three workers— Return of workers when tem- porary court injunction issued.
PRIMARY METALS						
International Nickel Co. of Canada Ltd., Port Colborne, Ont.	Steelworkers Loc. 6200 (AFL-CIO/CLC)	1,646	16,460	146,500	July 10 Nov. 17	Wages, fringe benefits—\$1.43 per hr. increase spread over 3-year period; other improved benefits
Algoma Steel Corp., Sault Ste. Marie, Ont.	various unions	7,583	27,080	525,390	Aug. 1 Nov. 5	Wages, other benefits—Wage in- crease, other improved benefits.
Kawner Co. of Canada Ltd., Scarborough, Ont.	Structural Iron Workers Loc. 757 (AFL-CIO/CLC)	134	2,680	5,360	Oct. 3 —	Wages—
METAL FABRICATING						
Sivaco Wire & Nails Co., Mariville, Que.	Steelworkers Loc. 6818 (AFL-CIO/CLC)	220	4,400	4,400	Nov. 2 —	Wages, seniority, job classifica- tion—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, November 1969 (Preliminary) (Cont'd.)

Industry			Duration in Man-Days		Starting Date	
Employer		Workers Involved	November	Accu- mulated	Termination Date	Major Issues
Location	Union					Result
TRANSPORTATION EQUIPMENT						
American Motors (Canada) Ltd., Brampton, Ont.	Auto Workers Loc. 1285 (CLC)	1,110	5,550	29,970	Oct. 17 Nov. 9	Delay in signing new contract— Wage increases.
Saint John Shipbuilding & Dry Dock Co. Ltd., Saint John, N.B.	various unions	290	1,020	1,020	Nov. 10 Nov. 13	Dismissal of three workers— Return of workers when court injunction issued.
Sno-Jet Inc., Thetford Mines, Que.	Steelworkers Loc. 7354 (AFL-CIO/CLC)	500	500	500	Nov. 10 Nov. 11	Dismissal of the general super- intendent—Not reported.
Ford of Canada, St. Thomas, Ont.	Auto Workers (CLC)	1,200	1,200	1,200	Nov. 11 Nov. 11	Respecting picket lines of U.A.W. —Return of workers.
General Motors of Canada Ltd., Oshawa, Ont.	Auto Workers Loc. 222 (CLC)	1,200	1,200	1,200	Nov. 19 Nov. 19	Respecting picket lines of U.A.W. —Return of workers
MISCELLANEOUS MANUFACTURING						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc 251 (CLC)	295	5,900	114,300	May 17 1968	Wages, union security, grievance procedure—
Construction						
Several plumbing contractors, Various locations, Northwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,000	70,200	July 15 1968	Wages, other benefits—
Electrical Construction Association of Hamilton, Hamilton, Ont.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	550	—	46,750	July 2 Nov. 3	Wages, working conditions, fringe benefits—94¢ an hr. increase immediately, 70¢ May 1, 1970, 60¢, Nov. 1, 1970, plus 78¢ an hr. in fringe benefits; reduction in hours from 37½ to 36 per wk. other improved benefits.
Forming Contractors' Association of Metro Toronto, Metro Toronto, Ont.	Canadian Concrete Forming Union (Ind.)	750	15,000	76,500	July 7 —	Wages, hours, other benefits—
Industrial Joint Ventures, Point Tupper, N.S.	Asbestos Workers Loc. 116 (AFL-CIO/CLC) other unions	194	390	390	Nov. 4 Nov. 6	Jurisdictional dispute—Return of workers when cease and desist order issued.
Pitts, McNamara, Atlas Ltd., Lower Notch Hydro Project, Montreal River, Ont.	Teamsters Loc. 230 (Ind.)	710	4,620	4,620	Nov. 5 Nov. 13	Objection to lay-off of 10 local workers—Union persuaded men to return to work.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, November 1969 (Preliminary) (Concl'd.)

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved		Accu- mulated	Termination Date	Result
Transportation and Utilities						
TRANSPORTATION						
*Lakehead Freightways Limited, Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters various locals (Ind.)	100	2,290	22,080	Feb. 19 —	Hours of work, safety conditions
*B.C. Maritime Employers' Assoc., Various ports, British Columbia.	Longshoremen and Warehousemen various locals (CLC)	3,230	16,150	101,510	Sept. 25 Nov. 8	Wages, hours—Resume work under old contract for 90-day period
Algoma Steel Corp. Ltd., Sault Ste. Marie, Ont.	United Transportation Union (AFL-CIO/CLC)	200	4,290	6,580	Oct. 16 —	Bonus or incentive plan—
Forty trucking firms, Montreal and area, Que.	Teamsters Loc. 931 (Ind.)	1,400	7,000	7,000	Nov. 10 Nov. 17	Wages, working conditions — Return of workers, settlement terms not reported.

Trade

WHOLESALE

M. Loeb (London) Ltd., London, Ont.	Teamsters Loc. 141 (Ind.)	115	120	120	Nov. 18 Nov. 18	Protesting suspension of one employee—Return of workers.
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Service

EDUCATION

University of Guelph, Guelph, Ont.	Civil Service Assoc. of Ontario (Inc.) Branch 10	750	7,500	12,000	Oct. 24 Nov. 17	Wages, union security—Wage increases depending on classification, agreement on union security for Trades & Service group only, others Arbitration Board in 2nd yr. of contract.
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Public Administration

HEALTH AND WELFARE

St. Joseph's Hospital, Estevan, Sask.	Public Employees Loc. 80 (CLC)	101	2,160	2,810	Oct. 23 —	Wages—
Victoria Union Hospital, Prince Albert, Sask.	Public Employees Loc. 84 (CLC)	164	1,760	1,760	Nov. 16 —	Wages—

* Federal jurisdiction.

Table H—Employment Fatalities in Canada During Third Quarter of 1969

	Agri- culture	For- estry	(1) Fishing	(2) Mining	Manu- factur- ing	Con- struc- tion	(3) Trans- porta- tion	Trade	(4) Fi- nance	(5) Serv- ice	(6) Public Ad- minis- tra- tion	Total	Per Cent of Total
By Industry* and Age Group													
14-19.....	4	3	2	1	1	1	—	1	—	—	1	14	6.7
20-24.....	3	3	—	2	3	6	4	—	—	2	4	27	12.9
25-44.....	1	7	1	9	12	29	29	3	—	4	4	99	47.4
45-64.....	5	5	2	3	10	13	10	—	—	3	4	55	26.3
65 and over.....	3	—	1	4	3	2	—	1	—	—	—	14	6.7
TOTAL.....	16	18	6	19	29	51	43	5	—	9	13	209**	100.0
By Industry and Occupation†													
Farmers (a).....	15	—	—	—	—	—	—	—	—	—	—	15	7.2
Loggers (b).....	—	17	—	—	—	—	—	—	—	—	2	19	9.1
Fishermen (c).....	—	—	4	—	—	—	—	—	—	—	—	4	1.9
Miners (d).....	—	—	—	17	—	2	—	—	—	—	—	19	9.1
Craftsmen (e).....	—	—	—	—	15	29	10	—	—	9	5	68	32.5
Labourers (f).....	—	—	—	—	7	17	2	2	—	—	1	29	13.9
Transport (g).....	—	1	2	2	1	1	24	1	—	—	—	32	15.3
Managerial.....	1	—	—	—	3	1	3	1	—	—	1	10	4.8
Professional (h).....	—	—	—	—	1	—	3	—	—	—	2	6	2.9
Clerical.....	—	—	—	—	1	—	—	—	—	—	—	1	0.5
Sales.....	—	—	—	—	1	—	—	—	—	—	—	1	0.5
Service (i).....	—	—	—	—	—	1	1	1	—	—	2	5	2.3
TOTAL.....	16	18	6	19	29	51	43	5	—	9	13	209**	100.0
By Industry and Type of Accident‡													
Struck by objects (j).....	2	11	1	6	6	15	11	3	—	1	2	58	27.7
Falls and slips (k).....	3	—	5	1	2	14	7	—	—	2	3	37	17.7
Collisions, derailments (l).....	5	1	—	5	4	6	20	1	—	6	5	53	25.4
Caught in, on, between (m).....	4	4	—	2	7	6	—	—	—	—	—	23	11.0
Inhalations (n).....	—	—	—	5	3	2	1	—	—	—	—	11	5.3
Conflagrations (o).....	—	1	—	—	2	1	—	—	—	—	—	4	1.9
Electric current (p).....	2	—	—	—	3	6	4	—	—	—	1	16	7.7
Over-exertion (q).....	—	—	—	—	2	—	—	1	—	—	2	5	2.3
Striking against (r).....	—	—	—	—	—	1	—	—	—	—	—	1	0.5
Miscellaneous (s).....	—	1	—	—	—	—	—	—	—	—	—	1	0.5
TOTAL.....	16	18	6	19	29	51	43	5	—	9	13	209**	100.0
PER CENT OF TOTAL.....	7.7	8.6	2.9	9.1	13.9	24.4	20.6	2.3	—	4.3	6.2	100.0	

* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations workers. (i) Recreation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

** Of these totals, 177 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 32 were obtained from other sources.

Canada Department of Labour Publications

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada. (English or French). Price \$1.25, Cat. No. L2-2/1969.

Industrial and Geographic Distribution of Union Membership in Canada, 1968. (English or French). Price 15 cents, Cat. No. L31-768.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 10 cents, Cat. No. L2-1/1967.

Wage Rates, Salaries and Hours of Labour, 1967. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, \$10.00; service without indexed binder, \$7.50; individual tables, 15 cents. Paperback volume, \$3.00. (Bilingual). Cat. No. L2-550.

Working Conditions in Canadian Industry, 1967. (Bilingual). Price \$2.00, Cat. No. L2-15/1967.

Legislation Branch

Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price 75 cents, Cat. No. L2-7/1968.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available on request). 1969. (English or French). Price \$1.00, Cat. No. L34-1969.

Occasional Papers

3 Wage Determination in Canada, by George Saunders, 1965. Price 50 cents, Cat. No. L2-26/3.

4 Studies in the Economics of Education, by Bruce W. Wilkinson, 1966. Price \$2.50, Cat. No. L2-26/4.

5 Determination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada, by Edward E. Herman, 1966. Price \$3.50, Cat. No. L2-26/5.

Women's Bureau

Maternity Leave Policies. A special survey of maternity leave practices in Canadian industry. 1969. (Bilingual). Free.

Facts and Figures—Women in the Labour Force. 1969. (Bilingual). Free.

Part-time Employment in Retail Trade. A study of the growth of part-time employment in Canada. 1969. (English or French). Free.

The New Role of Women, by Sylva M. Gelber, Director, Women's Bureau. 1969. (English or French). Free.

Women at Work in Canada. A fact book on the female labour force, their characteristics, occupations, earnings, working conditions and legislation affecting women workers. 1964. (English or French). Free.

Women in the Public Service—Their Utilization and Employment, by Stanislaw Judek. Growth and composition of public service employment. Promotion, training and earnings. Regularity of employment. Some characteristics and problems of female public employees. 1968. (English or French). Free.

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